



Modified Interview Questions for Neurodiversity

Generic interview questions tend to cause confusion among some neurodiverse applicants. They may interpret language literally or find questions difficult to respond to. These modifications will help you when the candidate pauses, is nervous or misunderstands. Here are some common examples and more specific questions you can ask instead.

Common Question	What to Ask Instead
Tell me about yourself.	<ul style="list-style-type: none"> • Tell me about your past and/or current education. • Tell me about your previous related work/volunteer experiences. • Can you take me through your resume?
Why would you like to work here?	Give me a specific example of how you can contribute to the company. For example, describe how your previous work/volunteer experience, your education or your interests will help you in this job.
What are your strengths?	<p>Tell me one or two things that you are good at that will help you in this job.</p> <p>Can you tell me about a time when you were able to complete a project or task ahead of schedule?</p>
How well do you work with others?	This job involves working with others. Tell me about a project or task that you have worked on with others.
How do you handle pressure and stress on the job?	Most jobs come with some level of stress at times. Tell me about an experience in your last job/volunteer work/course when you felt stressed and what you did to reduce your stress.
Tell me about a time you thought outside the box.	Can you give me an example of how you solved a problem in an unexpected way?
Do you have any questions for me?	We are near the end of the interview and I have asked you many questions. Do you have any questions for me specifically about the job? For example, the work that is involved, our timeline for hiring or next steps?

 Adapted from: [Inclusive Interview Questions – AccessibleEmployers](#)