

How to Respond to 10 Killer Categories of Questions

In this section, feel free to skip ahead to any category relevant to your situation. Review the potential underlying concerns associated with the category's illegal or difficult questions. Then, after studying the various “magic words,” think about how you can customize answers for your needs. Whenever appropriate, tag on a SMART Story™ to verify your statement.

We'll cover these 10 liability-laden areas:

- ✦ National origin/citizenship
- ✦ Marital/family status
- ✦ Age
- ✦ Affiliations
- ✦ Religion
- ✦ Disabilities
- ✦ Medical history—physical or mental health/gaps in employment
- ✦ Arrest/prison record
- ✦ Military service
- ✦ Credit history

National Origin/Citizenship Questions

Illegal Questions

- ✦ “Are you a U.S. citizen?”
- ✦ “Where were you/your parents born?”
- ✦ “What is your native language?”

Potential Underlying Concerns

- ✦ The valid concern is your eligibility to work in the U.S.
- ✦ There may also be prejudicial concerns behind this question borne out of ethnic discrimination. If you sense the latter, think about whether you really want to work for this company.

The “Magic Words” Answers

- ✦ “You may be concerned whether I am eligible to work in the U.S. I am, of course, and can supply verification documents.”

