

# INTERVIEW QUESTIONS



## Behavioral Interview Questions

In a behavioral interview, the employer will ask you to describe situations from your past in which you used certain skills. Your descriptions of each situation, your actions, and the resulting outcomes will form the basis for how well the employer believes you will perform on the job.

- Describe a situation where you demonstrated initiative. What was the outcome?
- Tell me about a time where you were especially creative in solving a problem.
- Tell me about a time when you were disappointed in your performance. How did you improve in future instances?
- How do you schedule your time and set priorities? Give me a specific example.
- Tell me about a time when you were unable to sell your idea to a key person.
- Tell me about a time when you were frustrated with the performance of a group that you were involved in. What did you do? What was the outcome?
- What accomplishment has given you the most satisfaction? Why?
- Describe a time when you utilized your leadership ability to gain support for an idea that initially had strong opposition.
- What kind of information have you been required to analyze? Tell me about the most difficult analysis you've ever done.
- Tell me about a time when you had to present complex information to a customer or peer. How did you ensure that the other person understood?
- What motivates you? Provide an example of a time where motivation was an issue for you.
- Tell me about a time when you made a mistake, and what actions you took to rectify it.
- Tell me about a time when you had to make an important decision quickly even though you did not have all the information you wanted.
- Describe a situation where you demonstrated \_\_\_\_\_? (Insert any skill or quality listed in the job description.)

## General Interview Questions

Interviewers will generally be asking questions that will prove to them that you can do the job, that your experience, training, education, aptitude, and interest level will make you a productive employee, that you will have a positive impact on the organization, and that your skills and personality will align with current team members, and also push the team to perform more effectively.

- How will you contribute to our organization?
- Why did you choose your field or major?
- Why are you interested in this position?
- What college courses did you like the best? The least? Why?
- Describe your interest in the work of our organization.
- What are your long-and short-term professional goals? How do you expect to accomplish them?
- How would you describe the ideal job?
- Why should I hire you?
- Where do you see yourself in five/ten years?
- What are your career goals?
- Competition is tough for these positions. What separates you from the rest of the pool of candidates?
- What two or three accomplishments have given you the most satisfaction? Why?
- What have you learned from participation in co-curricular activities?
- What is your top strength? What is your top weakness?
- Tell me about yourself.
- What motivates you?
- How do you define success?
- How have you handled adversity in your life?
- What have you learned from your mistakes?
- How do you operate under stress?
- What do you like to read?
- In what areas do you need to grow as a person?
- How would a friend or a professor who knows you well describe you?
- What is your GPA? (Do not make excuses if it is low. Have a statement prepared in advance if you feel it does not represent your overall ability to learn/perform in this position.)
- You might be asked “off the wall” questions such as “If you could be a fruit (or color), what would you be and why?”
- What criteria are you using to evaluate the organization for which you hope to work?
- How does our organization fit your career goals?
- Do you have a geographical preference? Why?
- Are you willing to relocate?
- How would you describe your last boss?
- How would you characterize your relationships with your colleagues?
- What do you know about our organization?
- Are you willing to travel?

**If you would like to practice your interview skills, please schedule an appointment with the Career Development Center**