

Questions Asked by Employers

General Questions

- Tell me about yourself.
- Why are you interested in this position? This company?
- What are your strengths? Weaknesses?
- Describe your ideal job?
- Why did you choose your major?
- Why did you choose this career field?
- What are your short/long-term career goals?
- What does success mean to you?
- What do you do to improve your knowledge and skills in the field?
- Why did you quit your last job?
- How do you prioritize multiple projects?
- How do you work under pressure?
- How has your previous work experience prepared you for this position?
- What skills would you bring to our company?
- What were your favorite classes in college? Why?
- Describe any innovative projects you have been involved in developing.
- Where do you hope to be in five years? Ten?
- What leadership activities have you been involved in?
- Do you have any volunteer experience? If so, tell me about it.
- How would a supervisor you have worked with in the past describe you?
- How would your co-workers describe you?
- Why should we hire you instead of other people we are interviewing?

Behavior-Based Questions

- Describe a time when you saw a problem as a potential opportunity. What did you do?
- Describe your ability to listen and be responsive.
- Tell me about a time you were especially creative in solving a problem.
- Tell me about a time you were frustrated with the performance of a group that you belonged to. What did you do? What was the outcome?
- Tell me about a time you had to make an important decision quickly even though you did not have all the information you wanted.

- Tell me about a time you utilized your leadership ability to gain support for an idea that initially had strong opposition.
- Give an example when you were faced with a stressful situation. How did you handle it? What was the outcome?
- How do you schedule your time and set priorities? Give me a specific example of how you have done so in the past.
- Describe a situation where you demonstrated initiative. What was the outcome?
- Give an example of how you have handled criticism in the past.

Teaching Questions

- How do you evaluate your own teaching performance?
- Give me one or two examples of things that you discovered about yourself while student teaching that you would like to improve.
- What needs and/or expectations do you have of the school administration?
- Why do you want to work for our district?
- What is your educational philosophy? Classroom management philosophy?
- How do you reinforce self-esteem in students?
- Describe how you accommodate different learning styles of the students in your classes.
- What procedures do you use to evaluate student progress besides using tests?
- What do you feel is the most effective way to communicate with parents? How have you involved parents in the learning process?
- How have you integrated technology into a curriculum you have taught?

Human Services/Psychology/Social Work Questions

- What kind of experience have you had with different populations (i.e., women, youth, terminally ill, elderly)?
- Describe your fieldwork experience.
- What is your knowledge of disabilities?
- What types of clients have you worked with?

- What techniques do you use in crisis intervention work?
- How do you ensure you maintain professional boundaries?
- How do you relate to clients of different cultural backgrounds?
- Describe a difficult client and how you dealt with the situation.

- What do you know about our hospital/clinic/organization?
- What are some strategies you use or plan to use in the future to stay current in your practice?
- What kind of experience have you had with different populations (i.e., elderly, terminally ill)?
- Describe a difficult patient and how you dealt with the situation.

Computer Science/Technology

- How would you explain the internet to a grandparent who has never seen it before?
- What should a professional software designer consider in the design and implementation of code?
- What kind of technical publications (print or online) have you recently read?
- If you could recommend one resource (book, website, etc.) to a new software developer just out of school, what would it be?
- Describe a technical problem you encountered. How did you implement the solution?

Business

- What is your understanding of management accounting vs. financial accounting?
- Which accounting systems/software are you familiar with?
- Tell me about your experience working with accounts payable/receivable.
- What experience have you had working with payroll?
- Brand X's market share has been declining lately. What are the key things you would look at to determine, why?
- Tell me about a company that you feel has been successful with a unique marketing strategy.
- What is an effective/ineffective advertisement you have seen recently and why?
- You are a product. What is your slogan?
- If I called a member of your current staff and asked them to tell me about you, what would they say?
- How do you motivate/reward employees?
- What is your definition of empowerment?
- Tell me about a time when your manager made a decision you disagreed with. What actions did you take and why?
- Why might a company choose debt over equity financing?
- Where do you think interest rates will be two years from now?
- When have you had to design new financial processes in a hand-on role?

Nursing

- What was the last mistake you made and how did you correct it?
- How do you work under pressure?
- Describe your clinical or fieldwork experiences.
- What is your personal philosophy of nursing?
- What types of patients have you worked with?

Communication

- Describe one of your most successful oral presentation and what made it successful.
- What have you done to increase your effectiveness in making presentations?
- Give me an example of the most serious communication problem you have had. What did you do about it?
- Sometimes it's important to disagree with others to keep a mistake from being made. Tell me about a time when you were willing to disagree with another person in order to build a positive outcome.
- Tell me about a major conflict you had with a peer or customer that you were unable to resolve successfully. Why were you unsuccessful? What did you learn?
- Would you rather write a report or give a verbal report? Why?
- How has your degree prepared you for this job?

Questions to Ask the Employer

- What type of orientation is provided to new employees?
- Are there any opportunities for mentorship within the organization?
- What technology resources will be available to me?
- What are your expectations for new hires within the first six months of the job?
- How would my performance be evaluated and how often?
- What would you see as the biggest opportunities and challenges of this position?
- What type of training and support would be available to me if I were hired?
- To whom would I report?
- Do you offer tuition reimbursement for continued education or professional development?
- What do you consider to be the organization's strengths and weaknesses?
- Why do you enjoy working for this company?

Before you begin interviewing, think about these questions and possible responses and discuss them with a career advisor. Use Career Services mock interview system, InterviewStream, to practice answering interview questions. No appointment necessary. Visit Career Services, Third Floor Maxwell, to conduct your mock interview.