

Sample Interview Questions

The following are sample questions you may be asked during an interview. It is always wise to prepare for the “tell me about yourself” question which is generally the first question asked. When responding to that question, focus on skills and experiences related to the position you are interviewing for. Be concise and do not offer a step-by-step history starting with where you were born. Remember, anything on your résumé is fair game for a question, so be ready to describe and give examples of the skills and experiences you have highlighted.

Sample Questions (General):

1. Tell me about yourself
2. Why are you interested in this position? This company?
3. What are your strengths? Weaknesses?
4. Describe your ideal job.
5. Why did you choose your major?
6. Why did you choose this career field?
7. What are your short/long term career goals?
8. What does success mean to you?
9. What do you do to improve your knowledge and skills in the field?
10. Why did you quit your last job?
11. What has made you stand out among your peers in your past work experience?
12. How did you prioritize multiple projects in your last job?
13. How do you prioritize multiple projects?
14. How do you work under pressure?
15. How has your previous work experience prepared you for this position?
16. What skills would you bring to our company?
17. Why should we hire you for this position?
18. Which classes did you most like in college? Why?
19. Describe any innovative projects you have been involved in developing
20. Where do you hope to be in five years? Ten?
21. What leadership activities have you been involved in?
22. Do you have any volunteer experience? If so, tell me about it
23. How would a supervisor you have worked with describe you?
24. How would your coworkers describe you?
25. Why should we hire you instead of the other people we are interviewing?

Behavior-Based Interviewing

Some employers focus on behavior-based questions, which are based on the premise that the best predictor of future success is past performance. These questions require you to share specific examples of times you have used particular skills.

Frame responses to behavior-based questions using the **EAR** technique:

E – Give an **Example** of a situation you were involved in

A – Describe the **Action** you took and the specific skills you utilized

R – What was the **Result**?

Sample Behavior-Based Questions (General):

1. Describe a time when you saw a problem as a potential opportunity. What did you do?
2. Describe your ability to listen and be responsive. Can you give me an example?
3. Tell me about a time you were especially creative in solving a problem
4. 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?
5. Tell me about a time you had to make an important decision quickly even though you did not have all the information you wanted.
6. Tell me about a time you utilized your leadership ability to gain support for an idea that initially had strong opposition.
7. Give an example when you were faced with a stressful situation. How did you handle it? What was the outcome?
8. How do you schedule your time and set priorities? Give me a specific example of how you have done so in the past
9. Describe a situation where you demonstrated initiative. What was the outcome?
10. Give an example of how you have handled criticism in the past