

Behavioral Interview Sample Questions

In a typical 30 minute interview you might be asked 7-12 questions (if you provide brief, concise responses) – but what will the questions be? Here are a number of common examples...

The Basics

1. Tell me a little bit about yourself.
2. Walk me through your resume.
3. Why do you want to work for this company?
4. What interests you about our company?
5. What do you know about us?
6. What are our strengths? Weaknesses?
7. What specific skills do you bring to this job?
8. Why do you feel you will be successful in this role?
9. Why should we hire you instead of other candidates?
10. What is it about this industry that interests you?
11. What is it about this industry that you find least appealing?
12. What qualities do you think are important for this job?
13. How do you know you have the qualities to be successful in this role?
14. What are you looking for in a job?
15. What are you looking for in an employer?
16. What important trends do you see in our industry?
17. What is the most important factor to you when choosing a job?
18. What would be most difficult for you in this job?
19. What can you do to increase our sales/productivity/customer base, etc.?
20. What are the biggest differences between our company and our key competitors?
21. Why should we hire you?

Tell me about a time when . . . Give me an example of . . .

22. Tell me what you understand about this position.
23. Tell me about a time when you had to re-write the rules.
24. Give me an example of a time when your supervisor was wrong in an assessment of a situation, and how you handled it.
25. Tell me about a time when your decision was contrary to the groups' decision.
26. Give me an example of a time when you made the wrong decision.
27. Tell me about a time when you had to identify and obtain the resources necessary to complete a major task.
28. Give me an example of a time when you worked in a team and one member wasn't doing his/her share.
29. Tell me about a time when you had to cope with an especially difficult co-worker.
30. Give me an example of a time when you played a significant role in organizing a major event involving a number of different groups.
31. Tell me about a time when you faced more work than you or your team could handle.
32. Give me an example of the most complicated presentation you've ever made, what kind of information were you trying to communicate?
33. Tell me about the toughest persuasive argument you ever had to make.
34. Tell me about a time when you settled a disagreement over an existing procedure or policy.
35. Tell me about a time when you were directly involved in a significant disagreement about what needed to be done.
36. Give me an example of a time when you demonstrated your functional expertise.

- 37. Tell me about a time when you had to work with a difficult supervisor, manager, or client.
- 38. Tell me about a time when you had to use your ability to solve problems.

Career and Academic Decision and Outcomes

- 39. Why did you decide to return to school for your MBA?
- 40. Why did you choose Kenan-Flagler?
- 41. Why did you choose XYZ as your concentration?
- 42. What's the best job you've ever had? What made it so good?
- 43. What's the worst job you've ever had? What made it so bad?
- 44. What is your dream job?
- 45. Tell me about the best boss you've ever had. What were his/her strengths?
- 46. Tell me about the worst boss you've ever had. What were his/her weaknesses?
- 47. Tell me about the best work environment you've been in. What made it good?
- 48. Tell me about the worst work environment you've been in. What made it bad?
- 49. What was the biggest mistake you've ever made on the job?
- 50. Tell me about your last job. What did you like most/least about it?
- 51. What was the most significant contribution you made while you were there?
- 52. Why did you leave a particular job you previously had?

Insight about you

- 53. What would your former work colleagues say about you if I called them?
- 54. What would your last supervisor say about you?
- 55. Tell me about your greatest strength.
- 56. Tell me about your biggest weakness
- 57. What have you done to correct this weakness?
- 58. What kind of manager / supervisor / team lead / team member are you?
- 59. Are you organized? How do you know?
- 60. How do you define success?
- 61. Have you ever found it necessary to break/bend the rules?
- 62. How do you know you are easy to get along with?
- 63. What is the best decision you ever made?
- 64. What is the worst decision you ever made?
- 65. What kinds of decisions are the hardest for you?
- 66. Imagine we are 6 months in the future. What does your performance review say your key contributions are?
- 67. Who else have you interviewed with?
- 68. What is your favorite class?

About starting the job

- 69. What kind of salary are you looking for?
- 70. What questions do you have for me about starting the job?

Odd questions that still get asked

- 71. Do you consider yourself to be a competitive person? Why or why not?
- 72. Who do you most admire?
- 73. Is our stock valued properly?
- 74. Is it ever okay to lie?
- 75. What do you do in your spare time?