

Interview Questions

Below is a sampling of some behavioral questions that you may be asked in an interview:

Initiative / Self Starter

What kind of constructive criticism have you received from your supervisors/managers that you have found to be helpful? How has this feedback helped you?

Tell me about the last time you had to learn a lot of new information in a short amount of time? How did you get up to speed quickly?

How do you manage your time?

How do you rank yourself compared to your peers on productivity?

What professional skills are you currently working to improve?

People Management

Tell me about a time when you influenced someone to accept your ideas or suggestions? What was the outcome?

Tell me about a time when a customer objected to a solution that you were recommending. What did you do and what was the impact of your decision?

Give me an example of how you would respond when you disagreed with a decision or direction taken by management? How about a co-worker?

Team Work

Tell me about a time when you had a disagreement with a co-worker? How did you deal with their frustration or anger? What was the final result?

Tell me about a time that you had to cross train someone, or share information regarding a project. What was the project and how did you accomplish your task?

Give me an example of how your work environment affected your work performance positively or negatively.

Problem Resolution

How would you respond if you were handed a project with very little instruction? What techniques would you use to complete the project?

Give me an example of a time where you had to act as a go-between to solve a customer problem, but also work within the organization's guidelines?

Give me an example of a time when you had to bring together a number of people and resources to solve a problem.

Career Mentality

What are the 3 most important features that you are looking for in your next job? Where have you experienced these in the past?

Describe a past job where you felt the management style suited you best? Please describe that management style.

If I were your boss and wanted to give you a reward, how do you like to be rewarded?

If you were offered a job with XXX, what would be your expectation? What could we expect from you?

Below are some questions that you could use with your next interviewing opportunity. We have found that these questions are successful when used in conjunction with, and not a substitute for, specific industry and job related questions.

Describe the goals and objectives of this Department?

Describe an employee who you've worked with in the past that was very successful in this role? Why? How? What worked?

Conversely, tell me about someone that has been in this role/department that was not a good fit. Why? What didn't work?

How will my performance be measured?

What types of people tend to excel here?

How long have you been here? Why do you like this company/position?

What is the most important thing that I should know about working with you?

What are your hot buttons?

How does this job/department fit into the overall mission/vision of the company?

What is the reputation of this job/department within the company?

Based upon my resume and qualifications, how well do you think I 'fit' this position? What do I bring to the job that would make your job easier?

What issues do you have with my potential fit for this opportunity?