

Sample Interview Questions

Sample Traditional Questions:

1. Tell me about yourself
2. Why should we hire you?
3. Why do you want to work here?
4. What are your greatest strengths and weaknesses?
5. How would your peers describe you?
6. Tell me about your best/worst boss.
7. What motivates you to do your best?
8. Where do you want to be in 5 years?
9. What irritates you about your co-workers?
10. What do you know about our organization?
11. How do you handle stress?
12. Define success and failure.
13. Why did you choose your college? Major?
14. Would you rather work by yourself or in collaboration with others?
15. Can we contact your previous employer?



Sample Reasoning Questions:

Talk out your answers. Reasoning questions are a way for the employer to see how you think.

1. How many golf balls can you fit in a swimming pool?
2. How would you redesign an ATM machine to make it more user-friendly?
3. Your nephew has a lemonade stand; yesterday he was open from 2-5pm and only sold 2 cups. What should he do differently today?
4. Volvo claims it is the safest car in the world because fewer people die in a Volvo than in a car made by any other manufacturer in the world. What's wrong with this conclusion?

Sample Behavioral Questions:

Use the S.T.A.R. Method to answer these questions.

1. Tell me about a time when you had to resolve a dispute between others? What would you do differently if the opportunity presented itself again?
2. Give an example of a time when you had to work against a tight deadline. How did you handle it?
3. Describe a situation in which you had to use persuasion to successfully convince someone to approach things your way.
4. Describe a time when you worked really hard for something and failed.
5. Tell me about a time in which you had to work closely with others. What was the outcome? How did you handle difficulties that came up?
6. Describe the most significant creative idea that you have developed and implemented.
7. What have you done in your present or previous position that goes beyond what was required?
8. Tell me about a tough decision you made. What steps, thought processes, and considerations did you take to make this decision?

Sample Questions to Ask Employers

It's always best to ask a question based on the research you've done about the company or based on something that has been said by the employer during the interview.

1. What are the immediate challenges facing your staff (department) now?
2. What characteristics do the achievers in this company seem to share?
3. Is this a new position or am I replacing someone?
4. What skills are especially important for someone in this position?
5. What do you like best about your job/company?
6. What are the next steps in your search process? What is your hiring timeline?