

BEHAVIORAL BASED INTERVIEW QUESTIONS

Interpersonal Skills

Tell me about an experience where you had to delegate important work to others. How did you handle it? How did you ensure quality output?

Describe a situation in which you had to work with a person you disliked. How did you handle?

Give me an example of a time when you had to sell a tough idea. How did you go about it? What were the results?

Tell me about a time when you were unable to sell an idea. How did you approach it? Why were you unable to achieve your desired result?

High self confidence

Describe a time when you exceeded expectations (on a job, in a class). What did you do to make this possible?

Share with me a time when you were disappointed with your performance. Describe the situation. How did you handle?

Describe a situation that seemed hopeless at the time, but you were able to overcome. How did you do it?

Initiative

Walk me through the various education and career decisions you've made. Tell me why you made the choice you did.

Give me an instance when you doubted the completion of a project, class, etc. Why? How did you get it done?

In trying to achieve goals we often run into obstacles. Tell me about an important goal, an obstacle you ran into, and what you did to overcome the obstacle.

Describe an experience where you took considerable risk. What were the results?

Analytical ability

Give me an example of a challenging project where you had a significant role and which had a successful (not so successful) outcome.

- What were the core issues
- How did you approach the project
- What were key criteria in decisions
- Why did the project succeed (fail)?

Tell me about a time when you faced a difficult problem, which you initially failed to solve. How did you approach the problem the second time? What did you do differently?

Describe an experience you had in planning and organizing event and activities, setting priorities and assessing resource needs.

Change Orientation

Tell me about an innovation you've introduced into an organization. How did you implement it?

Give me an example of a time when you had strong convictions about a course of action but were subsequently convinced to use another approach.

Describe an experience, which required an enormous amount of flexibility on your part. How did you handle it?

Describe a problem/issue where you found it difficult to "start over".