



Types of Interview Questions

Behavioral

Behavioral interview questions are designed to reveal more in-depth information than other interviewing styles. Behavioral interview questions generally start with any one of the following phrases:

- Tell me about a time when you...
- Describe a circumstance when you were faced with a problem related to...
- Tell me how you approached a situation where...
- Tell me about a time when you....
- Expect a structured interview with a set questions, as opposed to a more relaxed and casual interview. Be prepared for questions with multiple parts or follow-up questions that probe for more details. Employers will be assessing the consistency of your answers.

STAR Method for Answering Behavioral Questions

The **STAR method** is a structured manner of responding to behavioral interview questions. Employers are expecting answers using the **Situation, Task, Action and Result** format

- **Situation:** You must describe a *specific* event or situation that you are in the midst of or have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event.
 - **Example:** I worked on a team that had 48 hours to complete a major, emergency project.
- **Task:** What goal were you working toward?
 - **Example:** I was assigned the task of developing and assigning everyone's tasks and the timeline.
- **Action:** Describe the specific actions **YOU** took to address the situation with an appropriate amount of detail. Use the word "I," not "we" when describing actions because the interviewer wants to know **YOUR** role.
 - **Example:** I confirmed all of the tasks that had to be completed with my manager; I checked everyone's work schedule with the timeline and assigned them to tasks that they were familiar with because there wasn't much time to teach new tasks. I checked in regularly to make sure that all tasks were completed on time. If anyone needed help, I made sure that they got it.
- **Result:** Describe the outcome of your actions and don't be shy about taking credit for your behavior. What happened? How did the event end? What did you accomplish? What did you learn? Make sure your answer contains multiple positive results.
 - **Example:** We completed the task three hours ahead of schedule. My manager was very pleased with my performance.

Additional Interview Questions

Personal

Tell me about yourself.

What do you like to do in your spare time?

Why did you choose to interview with our organization?

Describe your ideal job.

What can you offer us?

What do you consider to be your greatest strengths? Weaknesses?

How do you think your friends would describe you?

Define success. Failure.

Share a failure? What did you learn from it?

Of which accomplishments are you most proud?

Who are your role models? Why?

How does your education/experience relate to this job?

What motivates you most in a job?

How have you handled getting along with a difficult former professor/ supervisor/co-worker?

Have you ever spoken before a group? How large?

Why should we hire you rather than another candidate?

What do you know about our organization (products or services)?

Where do you want to be in five years? Ten years?

Do you plan to further your education?

Education

Why did you choose your major?

Why did you choose to attend your university?

Did you receive a good education? In what ways?

In which campus activities did you participate? Tell me about your leadership skills.

Which classes in your major did you like best? Least? Why?

If you were to start over, what would you change about your education?

Which elective classes did you like best? Least? Why?

Do your grades accurately reflect your ability? Why or why not?

Were you financially responsible for any portion of your college education?

Experience

What job-related skills have you developed?

In what positions did you work while in school?

What did you learn from these work experiences?

What did you enjoy most about your last job? Least?

Have you ever quit a job? Why?

Give an example of a situation in which you provided a solution to an employer.

Give an example of a time in which you worked under deadline pressure.

Have you ever done any volunteer work?

How would a former supervisor describe your work?

Career Goals

What kind of boss do you prefer?

Would you be successful working with a team?

Do you prefer large or small organizations? Why?

What other types of positions are you considering?

How do you feel about working in a structured environment?

Are you able to work on several assignments at once?

How do you feel about working overtime? Flextime?

How do you feel about travel?

How do you feel about the possibility of relocating?

Common General Questions

Why are you interested in our company?

What are your goals and where will you be in five years?

What do you consider your strengths?