

## **SAMPLE INTERVIEW QUESTIONS**

Successful preparation for an upcoming interview must include rehearsing answers to commonly asked questions. Formulating effective responses prior to the interview can mean the difference between employment and the unemployment line.

The following list is intended to give a general understanding of the type of questions interviewers may ask. It is not intended to be inclusive. If additional assistance is needed, please contact the Career Development Center to arrange an appointment with a counselor to discuss interviewing skills or to conduct a mock interview.

### **Types of Questions**

Two types of interview questions are most commonly encountered. The standard interview question is intended to solicit information based upon self-reported characteristics. Increasingly, employers are asking behavior-based interview questions, designed to require a person to provide an anecdote from past experiences to prove the existence of a given skill. Follow-up questions are often asked to gain more detailed information relating to actions taken and the outcome of the situation. Usually, both types will be in the battery of questions asked of a candidate.

### **Sample Questions**

Keep in mind, no list could include all possible questions which may be asked of a candidate being interviewed. However, by properly preparing for a few commonly asked questions, one can greatly increase self-awareness. Subsequently, responses will be more clear, concise, and complete. Nervousness will decrease as a consequence and the potential employer will be impressed with the results.

### **Standard Questions**

1. Tell me about yourself.
2. How did you choose your university and particular field of study?
3. What is your greatest strength?
4. What is your greatest weakness?
5. What qualities would you expect in a supervisor?
6. What motivates you to put forth your greatest effort?
7. What is your philosophy of life?
8. How would you define success?
9. What are your career goals? (Where do you see yourself in 5 years? Ten?)
10. Why should I hire you?

### **Behavior-Based Questions**

1. What do you feel have been your most significant school/work related accomplishments in the past year?
2. Give me an instance when you felt most pressured and stressed in your school/work? How did you handle it? What was the outcome?
3. Tell me about a time you were most persuasive in overcoming resistance to your ideas or point of view. What was the result?
4. Describe the most valuable criticism you have received and what you did with it.
5. Tell me about the last time you made a decision that backfired. How did you resolve the dilemma?
6. Give an example of a project/situation that demanded attention to detail. How did you handle the details?
7. Tell me about the last time you felt anger on the job. How did you deal with that anger?
8. Tell me about an event that really challenged you.
9. Tell me about the most difficult or frustrating person with whom you have worked. What did you do to cope/deal with that person?
10. Describe the supervisor you have liked the least.