

Interview Questions Sample

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.

Standard Questions

1. Would you 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. Why is diversity important in a workplace?
8. What is your philosophy of life?
9. How would you define success?
10. What are your career goals? (Where do you see yourself in five years? In 10 years?)
11. 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. Can you 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. Can you tell me about a time you were most persuasive in overcoming resistance to your ideas or point of view. What was the result?
4. Can you describe the most valuable criticism you have received and what you did with it?
5. Can you give an example of a project/situation that demanded attention to detail? How did you handle the details?
6. Can you provide examples of when you had to collaborate or work with diverse individuals?
7. Can you tell me about the last time you felt anger on the job? How did you deal with it?
8. Can you tell me about an event that really challenged you?
9. Can you 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. Can you describe the supervisor you have liked the least?

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