SAMPLE INTERVIEW QUESTIONS

Types of Interview Questions

Standard Interview – questions designed to solicit self-reported characteristics.

Sample Standard Questions:

- Tell me about yourself
- What is your greatest strength?
- What is your greatest weakness?
- What motivates you?
- Why should I hire you?
- How did you choose your major field of study?
- What qualities would you expect in a supervisor?
- How do you define success?
- What are your career goals?
- Where do you see yourself in 5 or 10 years?

Behavior Based – questions that require you provide specific examples based on your experiences relating to situation, action taken and outcome.

Sample of Behavior Based Questions:

- What do you feel have been your most significant school/work accomplishments in the past year?
- Tell me about a time you felt pressured and stressed. How did you handle it? What was the outcome?
- Tell me about a time you were most persuasive in overcoming resistance to your ideas or point of view. What was the result?
- Tell me about the most valuable criticism you have received and what you did about it?
- Tell me about a time when you made a decision that backfired and how you resolved it?
- Give me an example of a project/situation that demanded attention to detail. How did you handle the details?
- Tell me about the last time you felt anger on the job. How did you deal with it?
- Tell me about an event that really challenged 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?
- Describe the supervisor that you have liked least.

Prepare AT LEAST 3 – 5 standard questions YOU have about the position

Questions to Ask the Employer - It is important to have thoughtful questions about the company, position or interviewer. Preparing these in advance will empower you to be prepared and be effective. Employers often evaluate your response to this portion of the interview.

Sample Questions to Ask Interviewer:

- What is the first task that would need the attention of the individual you hire?
- What other concerns need attention now? Over the next six months?
- What kind of training would I receive?
- Are there other duties expected which are not listed as part of the job?
- How would I be evaluated?
- What is your vision for the company in the next 5 or 10 years?
- When can I expect to hear from you regarding the hiring decision?
- May I contact you at a later time if any further questions arise?

Remember, this is also a time to mention any other relevant strengths or accomplishments you have achieved, but have not been discussed during the interview. Smile and express your appreciation to the interviewer for their time. Ask for business card for individual(s) you met during the interview process, so you may write a follow-up Thank You note.