

Questions Asked by Interviewers

Before you begin interviewing, think about these questions and possible responses and discuss them with one of the career specialist at your Career Management office. These questions reflect a significant movement away from the standard directive questions toward more open-ended situational queries. Common themes include applications of analytical, problem solving and decision-making skills, leadership development, creativity, teamwork, and personal development.

1. Tell me about yourself.
2. Describe your ideal job.
3. What do you know about our company/organization? Why are you interested in our organization?
4. Who or what has had the greatest influence on the development of your career interests?
5. Do you think he received a good education? In what ways?
6. Which classes in your major did you like best? Least? Why?
7. What goals have you set for yourself? How are you planning to achieve them?
8. What two or three things are most important to you in a position?
9. What kind of work do you want to do?
10. Define success. Failure.
11. Tell me about a project you initiated.
12. What are your expectations of your future employer?
13. What is your GPA? How do you feel about it? Does it reflect your ability?
14. How do you solve conflicts (preferably work-related)?
15. Tell me about how you perceive your strengths. Your weaknesses. How do you evaluate yourself?
16. What work experience has been the most valuable to you and why?
17. What motivates you most in a job?
18. What was the most useful criticism you ever received and who was it from?
19. Give an example of a problem you have solved and the process you used to solve it (work related problem).
20. Describe the project or situation that best demonstrated your analytical skills.
21. What has been your greatest challenge (work/college/personal)?
22. Please tell me about a time you spoke to a large group of people? How large?
23. Describe a situation where you had a conflict with another individual and how you dealt with it.
24. What were the biggest problems you have encountered in college? How have you handled them? What did you learn from them?
25. What are your team-player qualities (give examples)?
26. Describe your leadership style.
27. What interests or concerns you about the position or the company?
28. In a particular leadership role you had, was the greatest challenge?
29. What idea have you developed and implemented that was particularly creative or innovative?
30. What characteristics do you think are important for this position?
31. How have your educational and work experiences prepared you for this position?
32. What job-related skills have you developed?
33. Describe for me a typical day on your most recent job.
34. What did you enjoy most about your last employment? Least?

35. Have you ever quit a job? Why?
36. How do you think you have changed personally since you started college?
37. Tell me about a team project of which you are particularly proud of your contribution.
38. How do you motivate people?

39. What types of situations put you under pressure and how do you deal with the pressure?
40. Tell me about a difficult decision you have made.
41. Give an example have a situation in which you failed and how you handled it.
42. Tell me about a situation when you had to persuade another person to your point of view.
43. Have you ever done any volunteer work? What kind?
44. What do you do for personal/professional enrichment/improvement?
45. What can you contribute to this company?
46. How would you react to having your credibility questioned?
47. Do you prefer to work under supervision or on your own?
48. What kind of supervisor do you prefer?
49. What characteristics are most important in a good manager? Have you displayed any of these characteristics?
50. What challenges are you looking for in a position?
51. Would you be successful working with the team?
52. Do you prefer large or small organizations? Why?
53. What other types of positions are you considering?
54. How do you feel about working in a structured environment?
55. What two or three accomplishments have given you the most satisfaction?
56. Describe a leadership role of yours and tell why you committed your time to it.
57. How are you conducting your search and how will you make your decision?
58. Describe a situation where you had to work with someone who was difficult. How was the person difficult and how did you handle the situation?
59. Tell me of a time that you worked on several assignments at the same time?
60. How do you feel about working overtime?
61. How would your friends describe you? Your professors? Past employers/supervisors?
62. Give me an example of when you went above and beyond what was required of you.
63. Tell me about a situation where you saw a potential problem and what you did to prevent the problem.
64. What have you done to make a difference in the world?
65. Tell me about a creative solution you developed in approaching a problem or situation.
66. When did you have a failure in a leadership role?
67. What have you done that goes beyond what society expects of you?
68. Described from a situation in which he demonstrated your leadership skills.
69. What type of people do you feel you do not get along with?
70. Describe for me a situation when you are unable to complete a project on time.
71. Describe for me a situation when you had to be tolerant of an opinion that was different from yours.
72. Who in the business world (or your area of interest) has served as a source of inspiration for you?
73. What were the best and worst aspects of your last job (or school)?
74. Tell me about your current and previous employers.

75. What are your salary expectations?

76. Is there anything else I should know about you?

77. We are looking at a number of great candidates, why are you the best person for us to hire?