

Traditional Interview Questions

In a traditional interview, you will be asked a series of questions which typically have straight forward answers.

- Tell me about yourself.
- Why did you leave your last job?
- What are your long range career objectives?
- How well do you work with people? Do you prefer working alone or in teams?
- What do you consider to be your greatest strengths and weaknesses?
- How would a good friend describe you?
- Describe the best job you've ever had.
- Describe the best supervisor you've ever had.
- What would your last boss say about your work performance?
- What qualifications do you have that make you successful in this career?
- What are the attributes of a good leader?
- Describe your ideal work environment.
- Why did you decide to seek a position in this company?

Behavioral Interview Questions

Behavioral interviewing is a technique used by employers in which the questions asked assist the employer in making predictions about a potential employee's future success based on past behaviors. These questions deal with real life examples.

One of the keys to success in interviewing is practice, so we encourage you to take the time to work out answers to these questions using the STAR approach.

Situation or Task

Describe the situation that you were in or the task that you needed to accomplish. You must describe a specific event or situation, not a generalized description of what you 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.

Action you took

Describe the action you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team. Don't tell what you might do, tell what you did.

Results you achieved

What happened? How did the event end? What did you accomplish? What did you learn?

- Describe an experience in which you worked as a part of a team – what was your role, how did you contribute?
- Give an example of a time you experienced conflict in the workplace and explain how it was resolved.
- Tell me about a time when you had multiple projects that need to be completed -how did you ensure that the work was completed on time?
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Give me an example of a time that you felt you went above and beyond at work.
- Tell me about a time when you delegated a project effectively.
- Give me an example of a time when something you tried to accomplish and failed. • Give me an example of when you showed initiative and took the lead.
- Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.
- Give me an example of a time when you motivated others.