Common Interview Questions

Sample Behavioral Questions

- Describe a situation where you had to make an unpopular decision.
- How do you normally handle conflict? Give me an example.
- Describe a time when you needed to go above and beyond the call of duty in order to complete a project.
- Share with me an example of a time when you failed.
- Tell me about a specific situation where you had to conform to a policy with which you disagreed.
- Give me an example of a time when you motivated others.
- Give me an example of a situation where you anticipated potential problems and developed preventive measures.
- Tell me about a situation in where you used persuasion to convince someone to see things your way.
- Describe a time when you delegated a project effectively.
- Tell me about a time when you took the lead to accomplish a goal or project.

About Yourself

Tell me about yourself.
What are your strengths or weaknesses?
Describe a recent decision you made.
What motivates you to put forth your greatest effort?
How do you determine success?
How would a person you know describe you?
Describe your philosophy of life.
What have you learned from your mistakes?
What geographical location do you prefer?
How well do you work under pressure?
Will you relocate? Travel?
Give me an example of how you handled …
Why should I hire you?

About Your Education

Why did you choose Elon University/major?
What do your grades say about you?
Describe your most rewarding college experience.
If you could do it all over again, what would you change about your college experience?
Do you have plans for continued study?

How has your liberal arts background prepared you for a career?
What percent of your college expenses did you earn?
What did you do in your time after class?

About Your Work

Describe the ideal job for you.
In what kind of work environment are you most comfortable?
What two or three things are most important to you in your job?
In what part-time/summer jobs have you been most interested and why?
Tell me your reasons for leaving past jobs.
Tell me about your internship.
What would you do if you were in (an example) this situation?

About Your Goals

What do you see yourself doing in five years?
What do you hope to be earning in five years?
What goals have you set for the near future?
How do you plan to reach your goals?

About the Organization

What do you know about our organization?
Why are you interested in us?
What qualities would you seek if you were hiring a graduate for this position?
In what ways do you think you can make a contribution to our organization?
What criteria are you using to evaluate the organization for which you hope to work?
What are your salary expectations?
What interests you about what we do?

What in your employment history will help you if you are employed with us?
What is the most important thing our organization can do to help you achieve your objectives?

Questions You May Ask
What would a normal working day be like?
Where does this position fit within the organizational structure?
Where is the person who previously held this position?
What is the typical career path for a person in this position?
How is the training program structured?
What opportunities are available for staff development?
How is this position evaluated?
Describe the corporate culture and values
Questions related to the position/organization.