

Traditional Interview Questions

- Tell me a little about yourself?
- Why did you choose this career?
- 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.
- How do you determine or evaluate success?
- Do you have any hobbies? What do you do in your spare time?
- What's the most recent book you've read?
- What two or three accomplishments have given you the most satisfaction? Why?
- If you were hiring a job-seeker for this position, what qualities would you look for?
- What's one of the hardest decisions you've ever had to make?
- What two or three things are most important to you in your job?

Behavioral-based interviewing seeks information about how the candidate has actually behaved in real situations. The difference in responses can help distinguish between the real performer and the good talker. Behavioral-based interviewing assumes that past behavior is a predictor of future performance. Candidates are asked to provide specific answers to specific questions about past performance.

- How have you handled a challenge in the workplace before?
- Can you give me an example of a time when you performed well under pressure?
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- What are the attributes of a good leader?
- In what kind of work environment are you most comfortable?
- How do you work under pressure?
- Are you good at delegating tasks?
- How well do you adapt to new situations?
- What major problem have you encountered and how did you deal with it?
- What have you learned from your mistakes?
- What have you accomplished that shows your initiative and willingness to work?