

Sample Behavioral Interview Questions

Integrity and Dependability Questions

1. Can you tell me about a course project, assignment, extracurricular, or work experience that represented a significant challenge to you?
2. What was the most complex assignment that you have had? What was your role?
3. Give me a specific example of a time when you used good judgment and logic in solving a problem.
4. Describe a time you had to manage competing demands on your time and were NOT successful. Why did you fail? What would you do differently?
5. Tell me about a time when you had to go above and beyond the call of duty in order to get the job done.
6. Describe a time on any job that you held in which you were faced with problems or stresses that tested your coping skills.
7. Give me an example of an important goal you set and describe your success in reaching it.
8. Describe the most significant or creative presentation you have had to complete.

Teamwork and Leadership Questions

9. In a current work/project/student organization situation, what problems have you identified that had previously been overlooked?
10. Can you tell me about a time when you worked on a team that lacked direction or generally speaking wasn't working well?
11. Can you tell me about a significant assignment that you had in school or in your extracurricular or work experience where you worked with others (e.g., a team situation)?
12. Can you tell me about a time when you had a specific expertise or talent that you needed to share with others? How did you do it?
13. Provide an example of how you acquired a technical skill and converted it into a practical application.
14. Describe a few situations in which your work was criticized.
15. Describe a creative/innovative idea that you produced which led to a significant contribution to the success of an activity or project.
16. Which characteristics best describe you when working in a team/group situation? Which role do you prefer to play?
17. Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
18. Give me an example of a time when you were able to successfully communicate with another person even when that individual may not have personally liked you.
19. Give me a specific occasion in which you conformed to a policy with which you did not agree.
20. By providing examples, convince me that you can adapt to a wide variety of people, situations, and environments.
21. Give me an example of an important goal, which you had set in the past and tell me about your success in reaching it.

22. Tell me about a time in which you had to use your written communication skills in order to get an important point across.

Analytical Questions

23. You are considering opening a college bookstore/café after graduation. What initial analysis would you go through to decide whether or not to pursue this investment?
24. My stockbroker calls and tells me that (XYZ) stock is an absolute steal at current trading levels. Help me determine whether or not this is an attractive investment.
25. Can you tell me about a project you worked on in school or at one of your jobs that required you to use your analytical & quantitative skills?
26. Give me an example of a time in which you had to be relatively quick in coming to a decision.
27. Describe an instance when you had to think on your feet to extricate yourself from a difficult situation.
28. We can sometimes identify a small problem and fix it before it becomes a major problem. Give an example of how you have done this.
29. Describe a problem situation where you had to seek out relevant information, define key issues, and decide on which steps to take to get desired results.