

Behavioral Based Interview Questions

Behavioral based interview questions are the most popular among recruiters. The purpose of behavioral questions is to identify how a potential new employee would act in future situations. Behavioral questions are often open ended, leaving the interviewee to fill in the blanks. To answer these questions identify an experience, describe the situation, describe the task presented, the action taken, and the positive outcome. Below is a list of behavioral questions to help you prepare for your interview.

1. Give me an example of a time when you had to deal with a difficult co-worker or fellow student on a project. How did you handle the situation? What were the outcomes?
2. Tell me about a time when you had to persuade someone to see your point of view. What tactics did you use? What were the outcomes? What did you learn?
3. Tell me about a time when you had a list of things to do and your supervisor/instructor came to you and said “I need this project/assignment completed by 5 o’clock”. How did you handle the situation?
4. Tell me about a time you were involved in a project with a group.
5. Give me an example of a time when you had to supervise someone.
6. Tell me about how you keep yourself organized so to meet deadlines or goals.
7. Give me an example of a time where you failed to meet a goal. What did you fail to do? What were the consequences? What was the outcome?
8. Give me an example of a time when you used creativity to complete a project, work with someone else, or develop a new idea.
9. Describe a time when you were a team leader. Who did the team consist of, and what did you do to help your team be successful.
10. Describe a time when you were assigned a task but were provided little direction about how to complete the task. What steps did you take to complete the task? What was the outcome?
11. Describe a time when a co-worker approached you and criticized your work. How did you handle the situation? What was the outcome?
12. Provide me with an example of a time when you had to motivate others. What were the outcomes?
13. Tell me about a time when you had to make a difficult decision that affected those with whom you worked. What was the outcome?

ATYPICAL INTERVIEW QUESTIONS

Not all behavioral interview questions directly relate to the position in which you are applying. Employers often add questions to see how well interviewees are prepared to think on their feet. Such questions may include but are not limited to:

1. If you were a fork, knife, or a spoon, which would you be and why?
2. Why are manhole covers round?
3. Sell me something in this room, anything.
4. If you were a tree, what kind would you be and why?
5. If the tables were turned, how would you interview me?
6. What did you do poorly in your last position or on your last project?

When answering behavioral based questions USE S.T.A.R. = Situation, Task, Activity/Action, Result. Make sure that your answer includes all four areas. The rule of thumb is that you should spend no more than 50% of your answer on the S,T, and the A and at least 50% on the R! Employers are most concerned with *what you learned* – not all the details of what happened!