Questions Asked by Employers during Interviews with College Students

Berry College Career Center

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1. What goals have you set for yourself? How are you planning to achieve them?
2. Who or what has had the greatest influence on the development of your career interests?
3. What factors did you consider in choosing your major?
4. Why are you interested in our organization?
5. Tell me about yourself.
6. What two or three things are most important to you in a position?
7. What kind of work do you want to do?
8. Tell me about a project you initiated.
9. What are your expectations of your future employer?
10. What is your GPA? How do you feel about it? Does it reflect your ability?
11. How do you solve conflicts?
12. Tell me how you perceive your strengths. Your weaknesses? How do you evaluate yourself?
13. What work experience has been the most valuable to you and why?
14. What was the most useful criticism you ever received and who was it from?
15. Give an example of a problem you have solved and the process you used.
16. Describe the project or situation that best demonstrated your analytical skills.
17. What has been your greatest challenge?
18. Describe a situation where you had a conflict with another individual and how you dealt with it.
19. What were the biggest problems you have encountered in college? How have you handled them? What did you learn from them?
20. What are your team-player qualities? Give examples.
21. Tell me about a team project of which you are particularly proud, and your contribution.
22. In a particular leadership role you had, what was the greatest challenge?
23. What interests or concerns you about the position or the company?
24. Describe your leadership style.
25. What idea have you developed and implemented that was particularly creative or innovative?
26. What characteristics do you think are important for this position?
27. How have your educational and work experiences prepared you for this position?

28. Take me through a project where you demonstrated ____ skills.
29. How do you think you have changed personally since your started college?
30. How do you motivate people?
31. Why did you choose the extracurricular activities that you did? What did you gain? What did you contribute?
32. What types of situations put you under pressure, and how do you deal with pressure?
33. Tell me about a difficult decision you have made.
34. Give an example of a situation in which you failed, and how you handled it.
35. Tell me about a situation when you had to persuade another person to your point of view.
36. What frustrates you the most?
37. Knowing what you know now about your college experience, would you make the same decisions?
38. What can you contribute?
39. How would you react to having credibility questioned?
40. What characteristics are most important in a good manager? How have you displayed one of these characteristics?
41. What challenges are you looking for in a position?
42. Are you willing to relocate or travel as part of your career?
43. What two or three accomplishments have given you the most satisfaction?
44. Describe a leadership role of yours and tell why you committed your time to it.
45. How are you conducting your job search and how will you make your decision?
46. What is the most important lesson you have learned in or out of school?
47. Describe a situation where you had to work with someone who was difficult. How was the person difficult, and how did you handle it?
48. We are looking at a lot of candidates; why are you the *best* person for this position?
49. How would your friends describe you? Your professors?
50. What else should I know about you?

The Northwestern Lindquist-Endicott Report, The Placement Center, Northwestern University, Evanston, IL.

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