

Sample Behavioral Interview Questions

Behavioral based interview questions are more focused than traditional interview questions. These questions assume that the most accurate predictor of success is your past success. Use the STAR (Situation, Task, Action and Result) technique to formulate your response and use specific examples of how you handled situations in your previous work assignments.

- Working with people from different backgrounds or cultures can be a real challenge. Have you had this experience, and if so can you tell me about it?
- Give an example of a time when you had to work with someone who was difficult to get along with. Why was this person difficult? How did you handle him/her?
- Give an example of a team decision in which you were recently involved. What did you do to help the team reach a decision?
- Have you ever been in a group situation in which one member was unproductive or uncooperative? How did you handle it?
- Describe a time when you made a unpopular decision at work. What was the result?
- Describe a situation in which you got people who didn't like each other to work together. How did you do it? What was the outcome?
- Describe a time when you faced a particularly demanding rush situation (emergency, deadline, etc.) How did you respond?
- Describe a situation in which you have seen another employee do something that you thought was inappropriate. What did you do?
- Give me an example of a situation in which your ethics were challenged. How did you handle it?
- What are some of your strengths in dealing with people? Tell me about a time when you used one of these strengths to resolve a conflict.
- Give me an example of a complex process/situation you had to describe to someone. What specifically did you do to make sure the information was clear?
- Listening is a valuable tool. Describe a time when good listening skills helped you overcome a communication problem. Describe the situation.
- What has been one of the most difficult decisions you have had to make in a job you have had? What was the outcome?
- Describe a situation in which you had to influence another peer to cooperate. What exactly did you do to accomplish this?
- How do you prioritize tasks when you are working on several things at once?

- Tell me about a time when you recognized a potential problem as an opportunity. What did you do?
- Give an example of a challenging writing assignment you have had. What process did you go through to complete it?
- Describe a situation in which you identified and resolved a problem.
- Tell me about a problem you tried to solve, but couldn't. Describe the efforts you made.
- Describe a situation that required you to handle multiple tasks at one time. How did you handle this process?
- Describe a time when you had to obtain information by asking questions of other people. How did you know what to ask? How did you go about the process?
- Give an example of a time when you did more than what was required in your job. Describe what you accomplished.
- Tell me about a time when you were participating in a team project and somebody dropped the ball. What did you do to help the team finish the project on time?
- Describe a specific problem you solved for an employer or professor. How did you approach the problem? What role did others play? What was the outcome?
- Tell me about a time when you failed to meet a deadline. What things did you fail to do? What were the repercussions? What did you learn?