



Examples of Behavioral Interview Questions

Tell me about a difficult decision you made in the last year. How did you weigh your options? How did it turn out?

Tell me about a time when you did more than was expected of you. Who noticed your extraordinary efforts? What was the impact on your managers or peers?

Give me an example of difficulties you faced during a transitional period (from college to the professional world, or from one job to another) and how you overcame them. What did you learn from it?

Recall a time from your work or school experience when your manager or teacher was unavailable when a problem arose. What was the nature of the problem? How did you handle that situation?

Describe your personality to me. Now describe how your personality changes in a stressful situation.

Give an example of an innovative idea that you used to overcome an obstacle you faced in completing a task or project. How did the idea differ from the norm? What benefit(s) were realized?

Describe a situation where you had the option to leave the details of a team project to others or take care of them yourself. What did you do? What was the result?

Describe an unpopular decision you made while in a leadership position and how you handled implementing it. How did your team react? In hindsight, what would you have done differently?

Give me an example of when you showed initiative and took the lead in a professional setting (or academic setting, for recent graduates) when others did not. How were your actions received by others?

In a supervisory or group leader role, describe a time when you had to discipline or counsel an employee or group member. What was the nature of the discipline? What steps did you take? How did that make you feel? How did you prepare yourself?

Describe a situation in which you were able to use persuasion to convince someone to see things your way. How did you get others to be confident of your point of view?

Describe a situation in which you had to arrive at a compromise with a team, or guide others to a compromise, in order to accomplish a task or project on time.

Describe a time at work or school where you had to juggle several projects at the same time. How did you organize your time?

Give me an example of an assignment, which you have recently worked on, that involved learning a new technical skill or development. How did you go about gaining the necessary knowledge?