



Gena Jordan, Principal
Phone: **847.279.8600**
E-mail: gena.jordan@kagesearchgroup.com

Sample Behavioral Interviewing Questions

1. How do you determine or evaluate success? Give me an example of one of your successful accomplishments.
2. What has been your most rewarding accomplishment?
3. How would you describe yourself in terms of your ability to work as a member of a team? Please give me an example.
4. Given the investment our company will make in hiring and training you, can you give us a reason to hire you?
5. Describe what you've accomplished toward reaching a recent goal for yourself.
6. How would you evaluate your ability to deal with conflict? Please give an example.
7. Have you ever had difficulty with a supervisor or instructor? How did you resolve the conflict?
8. Tell me about a major problem you recently handled. Were you successful in resolving it?
9. Would you say that you can easily deal with high-pressure situations?
10. What quality or attribute do you feel will most contribute to your career success?
11. What personal weakness has caused you the greatest difficulty on the job?
12. Describe the type of professor that has created the most beneficial learning experience for you.
13. Describe the characteristics of a successful manager.
14. Tell me what you know about our company.
15. Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way?
16. Describe an instance when you had to think on your feet to extricate yourself from a difficult situation.
17. Give me a specific example of a time when you used good judgment and logic in solving a problem.
18. By providing examples, convince me that you can adapt to a wide variety of people, situations and environments.
19. Describe a time when you were faced with problems or stresses that tested your coping skills.
20. Give an example of a time in which you had to be relatively quick in coming to a decision.
21. Describe a time when you had to use your written communication skills to get an important point across
22. Give me a specific occasion in which you conformed to a policy with which you did not agree.
23. Describe the most significant or creative presentation that you have had to complete.
24. Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
25. Sometimes it's easy to get in "over your head." Describe a situation where you had to request help or assistance on a project or assignment
26. Tell of a time when you worked with a colleague who was not completing his or her share of the work. Who, if anyone, did you tell or talk to about it? Did the manager take any steps to correct your colleague? Did you agree or disagree with the manager's actions?
27. What steps do you follow to study a problem before making a decision?
28. We can sometimes identify a small problem and fix it before it becomes a major problem. Give an example(s) of how you have done this.
29. In a supervisory or group leader role, have you ever 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?
30. Recall a time from your work experience when your manager or supervisor was unavailable and a problem arose. What was the nature of the problem? How did you handle that situation? How did that make you feel?



Gena Jordan, Principal
Phone: **847.279.8600**
E-mail: gena.jordan@kagesearchgroup.com

Sample Behavioral Interviewing Questions

31. Recall a time when you were assigned what you considered to be a complex project. Specifically, what steps did you take to prepare for and finish the project? Were you happy with the outcome? What one step would you have done differently if given the chance?
32. What kind of supervisor do you work best for? Provide examples.
33. Describe some projects or ideas (not necessarily your own) that were implemented, or carried out successfully primarily because of your efforts.
34. Describe a situation that required a number of things to be done at the same time. How did you handle it? What was the result?
35. How do you determine priorities in scheduling your time? Give examples.
36. What has been your experience in giving presentations? What has been your most successful experience in speech making?
37. Tell of the most difficult customer service experience that you have ever had to handle -- perhaps an angry or irate customer. Be specific and tell what you did and what was the outcome.
38. Give an example of when you had to work with someone who was difficult to get along with. Why was this person difficult? How did you handle that person?
39. Give me a specific example of something you did that helped build enthusiasm in others.
40. Tell me about a difficult situation when it was desirable for you to keep a positive attitude. What did you do?
41. Give me an example of a time you had to persuade other people to take action. Were you successful?
42. What suggestions do you have for our organization?
43. What is the most significant contribution you made to the company during a past job?
44. What is the biggest mistake you've made?