

Sample Behavior-Based Interview Questions

- Tell about a time when you felt most pressured and stressed in your work/school.
- Describe a time you instructed or trained someone on a skill or a procedure.
- Describe a time when your honesty was questioned.
- Describe a situation where others disagreed with your ideas.
- Describe something you have been criticized for and did you agree or disagree with that criticism?
- Tell me about a time in which you had to use your written communication skills to express an important point.
- What did you do in your most recent job or class to contribute toward the success of the team?
- Provide example that show you can adapt to a wide variety of people, situations, or environments.
- Describe the least exciting or least pleasant tasks of a previous job or class. How did you handle those tasks?
- Tell about a time when you received instructions that were not clear to you.
- Give an example of a time when you were able to communicate successfully with another person even when that individual may not have personally liked you (or vice versa).
- Describe an instance when you had to make a decision or solve a problem within a matter of seconds.
- Describe the biggest challenge in a recent job or class and explain how you handled it.
- Give a specific example of an occasion in which you conformed to a policy with which you did not agree.
 - Describe what you would do if a customer or client complains and you believe your company/organization is really at fault. Describe the same situation if you believe the customer/client is at fault.
- What motivates you to perform your best work?
- How did you feel when you started your last job? How did you fit in? How did you go about “learning the ropes”?
- Imagine you go to a job interview and the interviewer never sits down. What would be your reaction and how would you respond?
- What was your most useful course? What was your least useful?
- What do you believe your peers see as your three strongest qualities? What about the three weakest?
- What would it take to make you lose your temper?
- What is most important to you in a job?
- What is the latest book you have read?
- Why are you the best person for this position?
- What skills do you most need to develop?

- What would you describe as a satisfactory attendance record?
- How important is responsibility to you?
- What does it take to be professional?
- What are three goals you have set for yourself in the coming year?