BEHAVIOR-BASED INTERVIEW QUESTIONS

- Based on the premise that the most accurate predictor of future performance is past performance.
- Answer questions with information that includes personal strengths you will bring to any challenge you face.
- Avoid using "personal" examples (Stay away from roommate/family conflicts. Instead, include examples from work experiences, the classroom, campus clubs/activities, and group projects.)
 - 1. Describe an instance when you had to "think on your feet".
 - 2. Describe a time you conformed to a policy with which you did not agree.
 - 3. Tell me about a time you went above and beyond the call of duty in order to get a job done.
 - 4. Tell me about a time when you had many things to do in a short period of time and describe how you accomplished everything.
 - 5. So, tell me a little about yourself.
 - 6. Tell me about the worst decision you ever made.
 - 7. What did you learn from the internship that is listed on your resume?
 - 8. What is the biggest failure you've had and what steps have you taken to make sure something like that doesn't happen again?
 - 9. Tell me about the last time pressure led you to indecision, a poor decision, or a mistake. What would you have done differently? Have you found yourself in a similar situation since? What did you do?
 - 10. Tell me about the last time you took a risk. Was it the right decision? What would you have done differently?
 - 11. Tell me about the last time you found a unique/creative solution to a problem.
 - 12. In what situations have you become so involved in what you were doing that the day flew by?
 - 13. Describe to me a time when you took responsibility for a task that was outside of your job description.
 - 14. If you had it to do all over again, what would you change about your college education?
 - 15. Describe a major goal you set for yourself recently.
 - 16. Give me an example of how you exercised leadership in a recent situation.
 - 17. Tell me about a time you were held accountable for a problem but hadn't caused it.
 - 18. Tell me about a decision you made recently and how you made it.
 - 19. Describe a time when you were criticized. What was the issue involved, who made the criticism, and how did you handle it?
 - 20. Think about a recent project you were assigned. How did you go about managing your time and organizing the project?
 - 21. Tell me about a recent team you worked on.
 - 22. Tell me how you persuade people to accept your point of view.
 - 23. Tell me about a project in which you were disappointed with your performance.
 - 24. Give an example of how you saw a project through, despite obstacles.
 - 25. Describe a time when you tackled a tough or unpopular assignment.
 - 26. How do you regroup when things haven't gone as planned?
 - 27. Describe an improvement you personally initiated.
 - 28. Describe a time when a problem wasn't resolved to your satisfaction.
 - 29. Tell me about a major accomplishment.
 - 30. Talk about a contribution you've made to a team.
 - 31. Other than work, tell me about an activity you've remained interested in over several years.
 - 32. Describe how a sport or hobby taught you a lesson in teamwork or discipline.