

Sample Interview Questions

Introductory ice-breaker questions:

- Tell me about yourself.
- Why did you choose to major in _____?
- Why did you choose this career?
- What interests you about this job/organization?
- What goals do you have in your career? How do you plan to achieve them?
- What do you see yourself doing five/ten years from now?

Get to know you questions—employment & experience-related:

- How would you describe your work style?
- What did you like most/least about your last job?
- What were the responsibilities of your last position?
- Why are you leaving your present job?
- Who was your favorite manager and why?
- What do you think of your previous boss?
- What are three positive things your last boss would say about you?
- What's one negative thing your last boss would say about you?
- Give examples of ideas you've had or implemented.
- Are you willing to relocate?
- What are you looking for in terms of career development?

Get to know you questions—schooling-related:

- Why did you choose to attend your college?
- How has your college experience prepared you for a career?
- If I were to ask one of your professors to describe you, what would s/he say?
- What's the most important thing you learned in school?
- What were your favorite classes/professors? Why?
- Do you have any plans for further education?

Get to know you questions—personal:

- What is your personal mission statement?
- What three character traits would your friends use to describe you?
- Tell me about an influential person in your career or education.
- What is your greatest achievement outside of work?
- What's the last book you read?
- What's the best movie you've seen in the last year?
- Who are your heroes?
- What do you like to do for fun?
- Would you rather work with information or with people?
- What motivates you?
- How do you work under pressure?

Opinion questions:

- What qualities should a successful manager possess?
- How would you feel about working for someone who knows less than you?
- Tell me the difference between good and exceptional.
- What's your ideal company to work for? Describe your ideal job.
- How do you think I'm doing as an interviewer?

“Did you do your homework?” questions:

- What do you know about this organization/industry?
- What attracted you to this company/position?

Behavioral questions:

- Give me an example of a time when you went above and beyond the call of duty.
- Tell me about a time when you had to give someone difficult feedback. What did you do?
- Describe a situation when you were successful.
- Tell me about a time you had an ethical dilemma. What did you do?
- Have you ever been on a team where someone was not pulling their own weight? How did you handle it?
- Tell me about a time you had a conflict with a supervisor or professor. How did you handle it?
- What annoys you about other people, and how do you deal with it?
- Tell me about a time when you had an assignment that was too difficult for you. How did you resolve the issue?
- Can you describe a time when your work was criticized? How did you respond?
- What was the most difficult decision you made during college? How did you decide what to do? What was the outcome?

Brainteaser Questions:

- How would you weigh a bus without using scales?
- Tell me 10 ways to use a pen other than writing.
- Sell me this notebook.
- If you could be an animal, which one would you want to be? Why?
- If you could choose one superhero power, what would it be and why?
- With your eyes closed, tell me step-by-step how to tie my shoes.

Salary questions:

- What kind of salary are you looking for?
- What's your salary history?
- Is money important to you? How much money do you need to make to be happy?

Closing questions:

- Why should we hire you?
- What can you do for us that other candidates can't?
- Do you have any questions for me?