

Behavioral Interview Questions

1. Working with people from different backgrounds or cultures can be a real challenge. Have you had this experience?
2. What are some of the most stressful aspects of your job? Why? How did you react?
3. Describe a time when you faced a particularly demanding rush situation (emergency, deadline, etc.). How did you respond?
4. Have you ever faced an ethical or value conflict in your job? Explain.
5. Describe a situation in which you have been seen another employee do something that you thought was inappropriate. What did you do?
6. In what skill areas are you most proficient? Give an example of a project you have worked on that shows your expertise. What skill area do you see as needing further development?
7. Give an example of a time when you had to work with someone that was difficult to get along with. Why was this person difficult? How did you handle him/her?
8. What are some of your strengths in dealing with people? Tell me about a time when you used one of the strengths to resolve a conflict.
9. Give me a recent example that best shows your ability to communicate effectively.
10. Give me an example of a complex process/situation you had to describe to someone. What specifically did you do to make sure the information was clear?
11. Listening is a valuable tool. Describe a time when listening skills helped you overcome a communication problem.
12. What has been the most challenging written assignment you have had. What made it challenging?
13. How do you determine if the work you do is a quality job? What are some ways that you have improved the quality of your own work?

14. Give an example of a team decision in which you were involved in recently. What did you do to help the team reach the decision?
15. Have you ever been in a group situation in which one of the members was unproductive or uncooperative? How did you handle it?
16. Describe a time when you made a decision that was unpopular with the other members of your group. What was the end result?
17. Describe a situation in which you identified a problem and explain how you resolved it (root cause investigation, recommending a countermeasure, follow-up, etc.)
18. We all know that some problems just don't have solutions. Tell me about a problem you tried to solve but couldn't.
19. Describe a situation that required you to handle multiple tasks at one time. What did you do?
20. What is your procedure for keeping track of items that require your attention?
21. We have all had time when we couldn't complete everything on time. Describe when this has happened to you. What did you do?
22. What has been the most difficult decisions you have had to make on the job? What facts did you consider? How long did it take you to decide?
23. When (if ever) have you delayed making a decision to give more thought to the situation?
24. Describe a time when you had to obtain information by asking several questions of other people. How did you know what to ask?
25. Give an example of a time when you did more than what was required in your job.
26. How do you define leadership? Describe the most recent time when you displayed leadership on the job?
27. Describe a situation in which you had to influence another peer to cooperate. What exactly did you do to accomplish this