BEHAVIOR-BASED INTERVIEW QUESTIONS

1. Describe a creative/innovative idea that you produced which led to a significant contribution to the success of an activity or project.

2. Tell me about a suggestion you made to improve the way job processes/operations worked? What was the result?

3. Give me a specific example of a time when you did not meet a deadline. How did you handle the subsequent situation?

4. Tell me about a time when you have dealt with a difficult person. What happened? How did you handle it, and what was the outcome? Is there anything you would do differently?

5. Tell me about a project you initiated. What was it? How did you go about it? What was the outcome?

6. Tell me about your experience working with a variety of different people.

7. Give me an example of a time when you set a goal and were able to meet or achieve it.

8. Describe a situation where you had to give a presentation to a group. What was the purpose of your presentation? How did you prepare? What was the outcome? How did you know you accomplished your objective?

9. Tell me about a time when you were particularly effective in building relationships with others.

10. Tell me about a situation where you demonstrated good communication skills.

11. Tell me about a difficult decision you’ve made in the last year.
12. Tell me about a time when you were particularly effective in building relationships with others.

13. Tell me about a time when something you tried to accomplish failed. How did you handle the situation?

14. Tell me about a situation in which you were required to analyze and solve a complex problem.

15. Describe a complex problem you have solved/haven't solved.

16. Tell me about a time when you used creativity to solve a problem.

17. Give me an example of a time when you were not a productive team member.

18. Describe for me your typical participation in a team setting.

19. Tell me about a recent team experience you had that was fulfilling.

20. Describe the most significant or creative presentation that you have had to complete.

21. Describe your most rewarding college experience.

22. Discuss a time when you had to deal with major change. How did you respond to this situation? How did you prepare for the change?

23. Tell me about a time when you thought "out of the box" to come up with a creative solution to a problem. Was your solution effective? Why or why not?