Sample Interview Questions

Basic Interview Questions

- Tell me about yourself. (refer to your elevator speech)
- What are your strengths/weaknesses?
- Why should we hire you?
- Why do you want this job?
- What can you do for us that other candidates can’t?
- What do you know about our company?
- Do you have questions for me? (Always have 5-10 questions prepared)

Behavioral Questions

- What was the last project you headed up, and what was its outcome?
- Give me an example of a time that you felt you went above and beyond the call of duty at work.
- Give me an example of a time you did something wrong. How did you handle it?
- Tell me about a time where you had to deal with conflict on the job.
- Tell me about your ability to work under pressure
- Do you have any blind spots? (trick question. If you know about them, they aren’t blind spots)
- Tell me about the most fun you have had on the job?
- If selected for this position, can you describe your strategy for the first 90 days?
- What experience do you have in the field?
- If I were your supervisor and asked you to do something that you disagreed with, what would you do?
- Describe how you would handle a situation if you were required to finish multiple tasks by the end of the day, and there was no conceivable way that you could finish them.

More about You

- What motivates you to do your best on the job? (Challenge, Achievement, Recognition)
- How do you want to improve yourself in the next year?
- Give examples of ideas you’ve had or implemented.
- What techniques and tools do you use to keep yourself organized?
- If you had to choose one, would you consider yourself a big-picture or a detail-oriented person?
- What do you think of your previous boss? (Do not Bash!)
- What do you like to do?
- What three character traits would your friends use to describe you?
- List five words that describe you.
• What is your greatest achievement outside of work?
• Do you think a leader should be feared or liked?
• How would you feel about working for someone who knows less than you?
• Tell me the difference between good and exceptional.
• What do you do in your spare time?

Brainteaser Questions

There are no right or wrong answers. They are really looking to see how you work through the problem or your rationale behind your answer.

• How many times do a clock's hands overlap in a day?
• How would you weigh a plane without scales?
• Tell me 10 ways to use a pencil other than writing.
• Sell me this pencil.
• If you were an animal, which one would you want to be?
• Why is there fuzz on a tennis ball?
• If you could choose one superhero power, what would it be and why?
• If you could get rid of any one of the US states, which one would you get rid of and why?
• With your eyes closed, tell me step-by-step how to tie my shoes.