

# Practice Interview Questions

## Traditional Questions

1. Tell me about yourself
2. What prompted you to apply to this organization/position?
3. How would your previous supervisor/colleagues describe you?
4. What do you consider your biggest accomplishments?
5. What are your short and long term career goals?
6. What do you see as your greatest strengths?
7. What qualities do you look for in supervisor?
8. How do you learn best/what is your learning style?
9. Tell me about your dream job.
10. What is a challenge or weakness you have dealt with in your past work?
11. What do you anticipate to find challenging about this job?
12. How do you deal with stress and pressure?
13. How have your organizational skills contributed to your success/achievement?
14. What is your leadership/ style?
15. What does success look like to you/how do you measure your success?
16. Why should we hire you/what can you offer that others can't?

## Behavioural Questions

Tell me about a time when you.....

had a conflict with a client/customer.

worked successfully/collaboratively in a team.

had a difference of opinion with a supervisor/colleague.

made a mistake (or had to accept constructive feedback).

had to make good on a commitment that you wished you hadn't made.

were disappointed in your performance (or behavior) at work.

took initiative.

worked effectively under pressure/stress.

were unable to complete a project on time.

had to make an important (or unpopular) decision.

had to adapt to a difficult situation.

experienced challenges working in a team.

surmounted a major obstacle.

set your sights too high (or too low).

prioritized a complicated project.

made a mistake.

### **Situational Questions**

You have just been asked to solve a problem for a very important client, but it involves a situation that you have never dealt with before. Your manager is not around to help. There is no established precedent or process for dealing with this issue. What do you do?

Sometimes at work we are in the position of being pulled in multiple directions at one time. How would you cope with that situation?

What would you do in a situation where you were presented with a deadline for completing a piece of work that you felt was not do-able in the time allowed, given the volume of previous work you had already been assigned?

If you knew a co-worker was doing something you consider highly unethical, what would you do?

If someone wronged you in some way, how would you deal with the situation?

What would you do if the priorities on a major project you were working on were suddenly changed?

### **"Out of the Box" Questions**

Is telling a "white lie" ever justified for the greater good?

Do you consider yourself a reader? What is the most recent book you have been reading?

What do you wish was taught in school that isn't?

What is one misconception people have about you?

Who are your heroes and why?

If you could wave a magic wand, what ill in the world would you solve and why?

What do you want to be remembered for at the end of your life?

What's been your best work and what about it could you have done better?

What motivates you and what doesn't?

Tell me in no more than 3 words what you think we do?