Example Interview Questions

Screening
Screening interview questions ensure candidates meet minimum qualifications. They often cover your resume in more depth and the interview may be conducted over the phone.

- Name the companies, job titles, and dates of employment for your previous experiences.
- What were your responsibilities?
- Why are you seeking a job at this time?
- What are your salary or schedule expectations?
- What were your starting and final levels of compensation?
- Why do you want to work here?
- How did you hear about the position?
- What is your availability for a follow-up interview?

Traditional
Traditional interview questions are often open ended and broad.

- Tell me about yourself.
- Why are you interested in this position?
- What is your greatest strength?
- What is your greatest weakness?
- What were your previous responsibilities?
- What do you know about our company?
- How do you handle pressure?
- How do you measure success?
- What are your salary or schedule expectations?
- What are you passionate about?
- What are your goals for the future?
- What accomplishment are you most proud of?
- Why should I hire you?
- How do you handle deadlines and pressure?
- What do you expect from a supervisor?
- How would your previous boss describe you?
- Do you have any questions?

Skills
Skills based interview questions allow employers to see you in action. They are popular for technical positions and may include some type of exercise or test.

- This job requires you to [Insert Skill]. Are you able to do that with or without reasonable accommodation?
- Demonstrate you [Insert Skill].
- This job requires fluency in [Language]. Are you fluent in this language?
- Do you have the required licenses to perform this job?
- Do you meet our state’s minimum requirement for this work?

Behavioral
Behavioral interview questions ask about your previous behavior to indicate your future performance. Questions focus on how you responded to situations.

- Give an example of a goal you reached and how you got there.
- Give an example of how you worked on team.
- Share an example of a time you motivated others.
- Describe a decision you made that was unpopular.
- Describe a time when you had to balance competing priorities.
- Tell me about a time you had difficult interaction with a client or customer.
- Tell us about a situation in which you had to adjust to changes over which you had no control.
- Describe a time when you made a suggestion to improve the work in your organization.
- What tools do you use to manage your time?
- Explain how you approach a challenge.
- How do you keep your manager informed?
- What do you do if you disagree with a co-worker?
- What sort of things have you done to improve your industry knowledge?
- Please describe two things you have done that demonstrate your ability to work hard.