

Sample Interview Questions

About You

Interviewers will ask questions about you to gain insight into your personality and to determine whether you are a fit for both the job and the company. Your responses to these questions will give you the opportunity to demonstrate to the employer that you are well-qualified for the position.

- Tell me about yourself
- What is your greatest strength?
- What is your greatest weakness?
- How will your greatest strength help you perform?
- Do you consider yourself successful? Why?
- How do you handle stress and pressure?
- How would you describe yourself?
- Describe a typical work week.
- Are you willing to relocate?
- Describe your work style.
- How do you build rapport quickly with new people?
- How does this job fit in with your career aspirations?
- How would your co-workers describe your personality?
- What motivates you?
- Are you a self-motivator?
- What do you find are the most difficult decisions to make?
- What has been the greatest disappointment in your professional history?
- What are you passionate about?
- What is your ideal role?
- What will you miss most about your last job?
- What won't you miss about your last job?
- Would you rather be liked or respected?
- Why should I take a risk on you?
- If you could relive the last ten years of your life, what would you do differently?

About Leaving Your Job

Employers almost always ask about why you left, or are leaving, your job. Ensure you have your Exit Statement prepared briefly explaining why you are looking.

- Why are you leaving your job?
- Why do you want to change jobs?
- Why did you quit your job?
- Why did you resign?
- What have you been doing since your last job?
- Why have you been out of work so long?

Salary Question

One of the most difficult questions to answer during a job interview is about salary. Below is a sample of how this question may be asked.

- What are your salary expectations?
- What are your salary requirements?
- Why would you take a job paying less money?

Qualifications

The most important thing for interviewers to determine is whether you are qualified for the job. Remember to be specific when responding.

- What applicable experience do you have?
- Are you overqualified for this job?
- How did you impact the bottom line?
- Sell me this pen (sales roles typically)
- Tell me about your educational background.
- What can you do better for us than the other candidates for the job?
- What part of the job will be the least challenging for you?
- Which parts of this job are the most challenging for you?
- What philosophy guides your work?
- What strength will help you the most to succeed?
- Why are you interested in taking a lower-level job?
- Why are you interested in a non-management job?

Job Performance

Similar to questions about qualifications, be sure to respond to job performance questions using the best CAR (Challenge, Action, Result) response you have prepared and that your accomplishments align to the employer's requirements.

- What is the biggest criticism you received from your manager?
- What makes you angry?
- When was the last time you were angry? What happened?
- What problems have you encountered at work?
- What strategies would you use to motivate your team?
- What would you be looking for in an applicant?
- Why weren't you promoted at your last job?
- Tell me about something you would have done differently at work.
- If the people who know you were asked why you should be hired, what would they say?
- What type of work environment do you prefer?
- How do you evaluate success?
- Describe a difficult work situation or project and how you overcame it.
- Describe a time when you had a heavy workload, how did you manage it.
- What were your expectations for the job and to what extent were they met?
- What were your responsibilities?
- What major challenges and problems did you face? How did you handle them?
- What have you learned from your mistakes?
- What did you like or dislike about your previous job?
- Which was most / least rewarding?
- What was the biggest accomplishment/failure in this position?
- How have you impacted worker safety?
- Describe the gap in your employment history.

Management and Teamwork

Your work style, and how you engage with others, including co-workers, managers, and customers or clients is important to all employers. Below are some example questions.

- What do you expect from a supervisor?
- Have you ever had difficulty working with a manager?
- Describe how you managed a problem employee.
- Do you prefer to work independently or in a team?
- Give some examples of teamwork.
- If you are certain your manager is wrong about something, how would you discuss it with him?

Why You Should Be Hired

Some questions below for when you will have the opportunity to make a case for getting a job offer, and the chance to position yourself with the interviewer as to why you are the best person for the role and why they should hire you.

- Why should we hire you?
- Why do you believe you are the right person for this role?
- What can you contribute to this company?

New Job and the Company

Take the time to research the employer prior to the interview so you can ask informed questions about the job and company. Impress the interviewer by demonstrating what you know about the company, why you want the job, and what would you do if you were given the opportunity.

- What interests you about this role?
- What do you know about this company?
- Why do you want this role?
- Why do you want to work here?
- What challenges are you looking for in your next position?
- What do you see yourself doing within the first 30 days on the job?
- What can we expect from you in the first 60 days on the job?
- Are you willing to travel?
- What is good customer service?
- Is there anything I haven't told you about the job or company that you would like to know?

About The Future

Are you going to around for some time if you are hired? is something most employers want to know. All these questions will gauge your interest in making a commitment.

- Tell me about the trends in your profession and industry.
- What are you looking for in your next job? What is important to you?
- What is your professional development plan?
- Where do you see yourself five years from now?
- How do you plan to achieve your goals?
- What will you do if you don't get this position?
- Where else are you interviewing?

Final Question

The last question you will most likely be asked is whether you have any questions. Make sure you have prepared some questions that will provide you with more insight into the role, the company, and its culture.

- Do you have any questions for me?