

Sample Interview Questions

Commonly asked questions

- Tell me about yourself...
- What are your strengths?
- What are your weaknesses?
- What is your work style?
- What are your future career plans?
- Why are you interested in our company?
- How did you get along with your last manager?
- How would your peers/subordinates/manager describe you?
- When you think about your college career, what were your greatest challenges?

Additional questions to consider

1. Describe a situation where:
 - Your work was criticized;
 - Your ideas were criticized;
 - Your style or personality was criticized.
2. How does your experience qualify you for this position?
3. How have you successfully worked with difficult people?
4. Tell me about a time you didn't succeed at a task and the impact it had on you?
5. Do you communicate most by phone, voice mail, email, text, or face-to-face?
6. What is your understanding of our company's products, services, people, history, problems, image/brand?
7. Tell me why you would be a good team player?
8. How would your last boss describe you?
9. How do you resolve conflict?
10. Tell me about your most difficult decision?
11. What are your financial needs?
12. Assuming we make you an offer, what do you see in your future?
13. Describe your biggest leadership challenge.
14. Explain your role as a team leader, team member, and team player.
15. How would this job meet your long and short-term goals?
16. What values drive you in your professional career?
17. Tell me about your energy level; describe a typical day.
18. Do you prefer working alone or with others?
19. Why do you want to get into the _____ field?
20. Do you prefer working under pressure or with adequate time to plan, organize, and execute?

For more information, contact: Career Services

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Interviewing: What questions should you ask?

Human Resources

How would you describe the position?

How would you describe the culture?

Who is the hiring manager?

How might you describe their management style?

What can I expect for next steps?

Hiring Manager

Twelve months from now how will you know that you have had a successful hire?

How would you describe a “typical day” in this position?

What specific skills are you looking for?

How would you describe your management style?

What do you see as the biggest challenge for this position?

What are your 60/90/120 day goals for this position?

How can I be most successful in this role?

What is your preferred way of communicating with your employees?

Colleagues or Peers

What is it like to work here?

Describe how work gets done here. As a team? As independent contributors?

How are decisions made?

What do you enjoy most about your job? Least?

How long have you been with the company?

What opportunities have you had to develop and grow your skills?

How would you describe the manager’s leadership style?

What keeps you here?

Senior Leadership

In what direction is the business moving?

How can I be most successful in this role?

How does this position fit into your plans for this department/unit/team?

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