Many employers use behavioral-based questions to assess candidates during an interview. Behavioral-based questions inquire about the applicant’s past experiences, seeking specific stories that highlight how the candidate behaved in the past in order to predict future performance. When preparing for an interview, think about a variety of stories you could share based on the competencies required for the job, making sure not to repeat a particular story too frequently. To respond to these questions, use the “STAR” framework: briefly describe the Situation and the Task at hand, what Actions you took, and what the Result or outcome was. Note: not all STAR examples need to relate to your major or the work of that employer.

- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
- Give me an example of a time when you used good judgment and logic to solve a problem.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Talk about a time when you had to influence someone’s opinion.
- Give me a specific example of a time when you had to conform to a policy with which you did not agree.
- Please discuss an important written document you were required to complete.
- Tell me about a time when you had to go above and beyond your work to get a job done.
- Tell me about a time when you had many things to do and needed to prioritize your tasks.
- Give me an example of a time when you had to make a split second decision.
- What is your typical way of dealing with conflict? Give me an example.
- Tell me about a time you were able to successfully deal with another person even when that individual may not have personally liked you (or vice versa).
- Tell me about a difficult decision you’ve made in the last year.
- Give me an example of a time when something you tried to accomplish and failed.
- Give me an example of when you showed initiative and took the lead.
- Tell me about a recent situation in which you dealt with an upset customer or co-worker.
- Give me an example of a time when you motivated others.
- Tell me about a time when you delegated a project effectively.
- Give me an example of a time when you used your fact-finding skills to solve a problem.
- Tell me about a time when you missed an obvious solution to a problem.
- Describe a time when you anticipated problems and developed preventive measures.
- Tell me about a time when you were forced to make an unpopular decision.
- Please tell me about a time you had to fire a friend.