**O’Neill Career Hub │ Common Interview Questions**

**General Questions**

* Tell me about yourself or Walk me through your resume.
* What do you know about our company/this industry?
* Why are you interested in this role/company?
* What motivates you?
* What strengths do you possess that make you a qualified candidate?
* What is your greatest weakness?
* Describe yourself in three words.
* Where do you see yourself in 5 years?
* What are your long-term goals?
* How has your education prepared you for this career?
* Why should I hire you instead of the other candidates for this position?
* If you were me, what would you be looking for in a candidate?
* What is the difference between a good organization and a great organization?
* What makes a good supervisor?
* How do you like to be managed?
* Does your GPA reflect your education? Why or why not?
* How do you define success?
* Why did you choose this particular field of work?
* What skills do you want to improve?
* How do you deal with stress?
* What activities do you participate in to relieve stress?
* How do you think a former supervisor would describe you?
* How do you prioritize your work?
* What would your first 30, 60, or 90 days look like in this role?
* What did you like most/least about your last position?
* What is your greatest personal achievement?
* How do you deal with criticism/feedback?
* Is there anything else you want us to know about you that we have not discussed?
* What questions do you have for us?

**Behavior/ Competency Based Questions**

**Problem Solving/Adaptability/Conflict Resolution**

* What is the biggest mistake you ever made and what did you learn from it?
* Describe a time when you were frustrated with your boss. How did you handle your frustration?
* Give me an example of when you had to work with someone who was difficult to get along with. Why was this person difficult? How did you handle the situation?
* Tell me about a time when you missed an obvious solution to a problem
* Give an example of a time when you had to be flexible or adapt to a changing environment
* What is your first step when trying to solve a complex problem?

**Creativity/Innovation/Ambition/Leadership**

* Describe the most significant or creative presentation you have made.
* What accomplishment are you most proud of, and why?
* Describe a time when you went above and beyond at work.
* What have you done that shows innovation?
* Describe a time when you stepped into an informal leadership role without being directed or advised to take on that role.
* Tell me about a time when you’ve had to motivate a colleague

**Communication/Teamwork/Customer Service**

* What role do you generally assume on a team, and describe a time when you played that role.
* Tell me about a time when you had to use your written communication skills in order to get an important point across.
* Describe the most challenging experience you had in getting a group to work together towards a common goal
* Describe a situation with an irate customer and how you handled it
* Tell me about a time when you managed a project from start to finish. What was your process like?