



Sample Behavioral-based Interview Questions

- 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 a specific example of a time when you used good judgment and logic in solving a problem.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Tell me about a time when you had to use your presentation skills 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 the call of duty in order to get a job done.
- Tell me about a time when you had too many things to do and you were required 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 had to deal with a very 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 potential 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.
- Describe a time when you set your sights too high (or too low).

Sample Behavioral Interview Questions for College Students

1. By providing examples, convince me that you can adapt to a wide variety of people, situations and environments.
2. Describe the most significant or creative presentation that you have had to complete.
3. Give an example of how you applied knowledge from previous coursework to a project in another class.
4. Describe a situation where others you were working with on a project disagreed with your ideas. What did you do?
5. Describe a situation in which you found that your results were not up to your professor's or supervisor's expectations. What happened? What action did you take?
6. What was the most complex assignment you have had? What was your role?
7. How was your transition from high school to college? Did you face any particular problems?
8. Compare and contrast the times when you did work which was above the standard with times your work was below the standard.
9. How have you differed from your professors in evaluating your performance? How did you handle the situation?
10. Describe some projects or ideas (not necessarily your own) that were implemented, or carried out successfully primarily because of your efforts.
11. Describe a situation that required a number of things to be done at the same time. How did you handle it? What was the result?

12. Tell of a time when your active listening skills really paid off for you - maybe a time when other people missed the key idea being expressed.
13. Give 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 that person?
14. Give me a specific example of something you did that helped build enthusiasm in others?
15. Tell me about a difficult situation when it was desirable for you to keep a positive attitude. What did you do?
16. Give me an example of a time you had to make an important decision. How did you make the decision? How does it affect you today?
17. Give me an example of a time you had to persuade other people to take action. Were you successful?
18. Describe a specific problem you solved for your employer or professor. How did you approach the problem? What role did others play? What was the outcome?
19. Describe a time when you got co-workers or classmates who dislike each other to work together. How did you accomplish this? What was the outcome?
20. Describe a time when you put your needs aside to help a co-worker or classmate understand a task. How did you assist him or her? What was the result?