



# Common Interview Questions

- Tell me about yourself / Walk me through your resume, in particular highlighting your experience that you believe will be a good crossover for this role at this organization
- What attracted you to apply for this position, and why would you like to work here? / What do you know about our organization
- Describe what you consider your strengths, and in what way have these served you well in your career?
- Please describe what you consider to be your opportunities for development/ improvement? / What are your weaknesses
- If I spoke with your previous manager, what would s/he say about your strengths and weaknesses?
- What is your desired career direction/vision for your future? /Where do you see yourself in 5 years?
- Tell me about your leadership/ management style?
- What do you find most rewarding and challenging about managing others
- Please describe the position you've held or company that you've worked for that you enjoyed most, and why.
- Please describe the position you've held or company that you've worked for that you enjoyed the least and why.
- What do you anticipate would be the greatest challenge working in this specific role?
- This position requires the successful candidate to work the occasional evening and weekend. How do you feel about working outside of your regularly scheduled work hours?
- What are some of the challenges you see that are facing this industry?
- Tell me about a time when you failed or made a mistake. What did you learn from the experience?
- Tell me about your approach to decision-making when faced with a difficult or complex decision
- Tell me about a time when you had to convince someone to change their mind on something important. What approach did you take?
- Tell me about a time when you helped drive change within a team or organization. What was your role and what was the outcome?
- Tell me about a time when you went above and beyond what was expected of you in your role
- Tell me something about yourself that is not on your resume
- Tell me about a process, system, or procedure you improved that saved time, improved efficiency, or solved a recurring problem
- How do you stay current in your field or continue developing your professional skills?
- How do you handle stress?
- How do you learn best?
- What really drives or motivates you?
- What type of manager do you work best with?
- In your last role, what were your top 3 achievements or accomplishments?
- Describe a situation in which you had difficulty or a conflict situation with a coworker or supervisor. What happened and how did you handle it?
- Can you provide an example of how you've contributed to effective team working and how you foster teamwork as part of the teams you have been on?
- What is the process you use to set goals and monitor progress on goals or yourself and within your work group?
- Being fully accountable for results sometimes means acknowledging what more we, personally, could have done to achieve desired results. Share about a time when you did not reach the expected results. What more could you have done in that situation to meet expectations?
- How do you organize your time and work priorities?
- Tell me about a time when you came across something that really stumped you, and the process you used to overcome obstacles and create a solution. Would you do anything differently the next time?
- Tell me about a time when you were managing multiple priorities and competing deadlines. What did you do to keep yourself organized? Describe the situation, your actions and the result
- What stage are you currently at in your job search process?
- What are your salary expectations for this position?
- What questions do you have for us?