



Sample Interview Questions

These are questions you may be asked during an interview with an employer. Start practicing answering these questions as soon as you start contacting employers.

Practice answering in a session with a counselor, career technician, relative or friend. The more practice you get, the better prepared you will be.

WORK EXPERIENCE QUESTIONS

- Why are you interested in this job?
- Why are you interested in working for this organization?
- What do you know about this company?
- What do you feel you can contribute to this organization?
- Why did you leave your last job?
- What is the worst thing your former employer could say about you?
- What is your idea of the job you will be doing?
- What contribution do you think you can make to this company?
- Have you had summer jobs or part-time jobs? What have you learned from them?
- Describe your ideal job.

TRAINING QUESTIONS

- What training have you had other than courses in school or college?
- What workshops have you attended?
- Do you have any skills that are not listed on your resume or in your application?

EDUCATION QUESTIONS

- What courses did you like most in school? Which ones did you like least?
- Why did you choose your major course of study?
- Discuss your background in terms of how it has prepared you for this job.

FUTURE PLANS QUESTIONS

- What are your long-term goals?
- What are your long-term career objectives?
- How do you plan to achieve your career goals?
- What do you see yourself doing five years from now?
- What plans do you have for continuing your education?

AVAILABILITY QUESTIONS

- When will you be able to start this job?
- Do you mind working overtime?

MONEY AND BENEFITS QUESTIONS

- What level of salary are you expecting?
- What benefits are you expecting?

PERSONAL QUESTIONS

- What are your weak points with regard to your ability to perform this job?
What are your strong points?
- How do you work under pressure?
- What are your two most satisfying accomplishments?
- Do you consider yourself a creative person? Why?
- What important rewards do you expect from your career?
- Why should I hire you?
- What have you learned from your hobbies or interests?
- What major problem have you encountered and how did you deal with it?
- What have you learned from your mistakes?



CAREER CENTER

AMERICAN RIVER COLLEGE

www.arc.losrios.edu/career

BEHAVIOR BASED INTERVIEW QUESTIONS

Behavior-Based, also called “situational”, candidates are asked to describe how they responded or behaved in various work situations.

Purpose: To measure your responses against pre-determined standards. This approach is often used as one part of traditional interview rather than as an entire interview format.

Describe a time when you:

- Achieved a great deal in a short amount of time.
- Were disappointed in your performance.
- Made a major sacrifice to achieve a work goal.
- Were unwilling or unable to make the necessary sacrifice to achieve a goal.
- Worked effectively under a great deal of pressure.
- Didn't handle a stressful situation very well.
- Really got angry over a situation at work.
- Felt under a great deal of pressure from an internal or external customer.
- Were really bothered by the actions of a coworker.
- Were especially creative in solving a problem.
- Were not as creative as usual.
- Organized or planned an event that was very successful.
- Planned or coordinated a project that was very successful.
- Were unable to complete a project on schedule despite your best effort.
- Really had to remain flexible.
- Had to deal with a personality conflict with a boss or coworker.
- Were unable to sell your idea to a key person.
- Felt really good about a decision you made and the process you went through
- Were very effective in your problem solving ability.
- Used facts and reason to persuade someone to accept your recommendation.
- Utilized your leadership ability to gain support for what initially had strong opposition.
- Were able to build team spirit during a time of low morale.
- Were able to gain commitment from others to really work as a team.
- Used your political savvy to push through a program you believe in.
- Were particularly perceptive regarding a person's or group's feelings and needs.
- Were able to predict someone's behavior or response based on your assessment of him or her.
- Were particularly supportive and reassuring to a person who needed a friend.
- Built rapport quickly with someone under difficult conditions.

Wrote a report which was well received by others.

Were particularly effective at prioritizing tasks and completing project on schedule.

Identified potential problems and resolved the situation before the problem became serious.

Were highly motivated and our example inspired others.

Found it necessary to tactfully but forcefully say things others didn't want to hear.

Were particularly effective in talk you gave or in a seminar you taught.

Had to make an important decision quickly even though you didn't have all the information you wanted.

Had to make a decision you knew would be unpopular.

Were in a situation when events and circumstances changed rapidly.

These are difficult questions. If asked such questions, take some time to come up with an example.

To succeed:

1. Stay calm
2. Recall several potential examples
3. Choose one that feels right
4. Consider the ramifications of sharing it
5. Recall a few key points
6. Begin your story and share it with vividness and enthusiasm