

Behavioral Interview Questions

Use this list of possible behavioral interview questions to help build your own list. Be sure to think of possible answers, but don't memorize them word-for-word—you want sound genuine!

- Give me an example of a time when a personal contact helped you achieve a business goal?
- Tell me about a situation when you had to motivate your team to implement an unpopular/challenging policy? What was the outcome?
- What was the most challenging issue you faced with clients/subordinates and what was the outcome? How did you contribute to the resolution?
- What types of decisions have you been required to make and what process do you follow?
- Tell me about a success you experienced in your current role when the obstacles seemed insurmountable. What lesson did you learn?
- Give me an example of an occasion when you failed to achieve a goal? What would you do differently next time?
- Tell me about a recent conflict you had with your staff or manager? Would you do anything differently?
- Give me an example of a decision that you had to make without knowing all the facts/situation. What happened, what was the outcome?
- Give me an example of a time when you showed initiative and took the lead.
- Describe a time when you anticipated potential problems and developed some preventative measures.
- Give me an example of a time when you had to make a split second decision. What was the outcome?
- Tell me about a time when you missed an obvious solution to a problem.
- What was a recent unpopular decision you had to make and what was the result?
- Tell me about a time when you had to use your presentation or persuasive skills to influence someone's opinion.
- Give me an example when you believe you exhibited good logic and judgment in solving a problem.
- Sometimes we are faced with dishonesty in the workplace. Tell me about a time when you faced this problem and what did you do?