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Behavioral Job Interview Sample Questions

- Describe a conflict you were involved with at work. How did you resolve the conflict? What happened next with that coworker or team?
- Tell me about a time when you had to work closely with a coworker whom you disliked or with whom you had trouble working. What did you do to make the relationship work?
- Rate your communication skills on a scale of 1 to 10, with 10 representing excellent communication skills. Give me three examples from your past work experiences that demonstrate that the selected number is accurate.
- Tell about a time when you went above and beyond the call of duty.
- Tell me about a time when you disagreed with the actions or decisions of your supervisor. How did you approach the situation? Was the situation resolved to your satisfaction?
- Give an example of a goal you reached, and tell me how you achieved it.
- Give an example of a time when you played a leadership role in an event, department, or project. Describe how you led the efforts and how people responded to your leadership.
- Tell me about how you have worked effectively under pressure.
- Have you ever been a member of a successful team? If so, describe the role you played on the team and in its success.
- What do you do when your schedule is interrupted? Give me an example from the past.
- You stated that you attend a weekly staff meeting with your manager. How have you ensured that the information you received in the meeting was reported to those you supervise?
- Describe a decision you have made that was unpopular and how you handled implementing it.
- Give me an example from your past work experiences of a time when you were part of a project or team and you never knew what was happening with the other action items or participants. How did you handle this situation?
- Tell about a time when you had to convince a team to do a project they weren't thrilled about.
- Tell about a time when you had many responsibilities and the steps you took to be organized.
- Tell me about three things you have learned in the past that came very easily to you.
- Which accomplishment on the job has given you more satisfaction than any other? Describe an ongoing work situation that you have found very fulfilling.

(adapted from <http://www.humanresources.about.com>)