

Examples of Behavioral Interview Questions

- Think of a problem you had to deal with at your last (or present) job. Tell me exactly what happened and how you handled it.
- Describe a situation in which you might find it justifiable to break company policy or alter standard procedure.
- In your past job experience, tell me about a time when you stuck to company policy to solve a problem when it might have been easier or more immediately effective not to.
- Give me an example of a time when communicating with a customer (or fellow worker) was difficult. Give me an example of how you handled it.
- Think of a day when you had many things to do and describe how you scheduled your time.
- Tell me about something you've done in your current (or most recent) job that is creative.
- Tell me about a time when you made a quick decision that you were proud of.
- Tell me about an important goal you have set in the past and how successful you were in accomplishing it.
- Think of a time when you had to do a task that was particularly uninteresting. How did you deal with it?
- What experience have you had with a miscommunication with a customer (or fellow employee). How did you solve the problem?
- Tell me about a time when an upper-level decision or a policy change held up your work.
- Have you ever had to make a sticky decision when no policy existed to cover it? Tell me what you did.
- Describe a time when you communicated some unpleasant news or feelings to a supervisor. What happened?

- What has been your experience in dealing with poor performance of subordinates? Give me an example.
- In your current (or most recent) position, what types of decisions do you make without consulting your boss?
- Can you give me an example of when you came up with a clever way of motivating someone?
- Give me an example of a time when you got really motivated at work.
- What have been major obstacles which you have had to overcome on your most recent (or current) job. How did you deal with them?
- What types of things have made you angry? How did you react to those situations?
- Describe a situation in your last (or current) job where you could structure your own work schedule. What did you do?
- Describe for me a time when you made a mistake that illustrates your need for improvement in a certain area.
- You have heard the expression, "being able to roll with the punches." Describe a time when you had to do that.
- If you could be "supervisor-for-a-day" at your current (or most recent) position, what changes would you make?