TYPICAL BEHAVIORAL EVENT INTERVIEW QUESTIONS

1. Think of a problem person you had to deal with, describe the situation and tell me how you handled it.
2. Give me an example of a colleague/vendor/customer who was hard to communicate with and tell me how you handled it.
3. Describe a situation in which you felt it was necessary to break company policy or alter procedures to get things done.
4. Give me a general description of your responsibilities in your current or last job.
5. Tell me about something you've done in your job that was creative. Think of a specific example. Tell me exactly how you handled it.
6. Tell me about a time you made a quick decision you were proud of.
7. Tell me about an important goal you've set in the past and how you accomplished it.
8. Do you know the expression 'to roll with the punches'? Tell me about a time when you had to do that.
9. When you had to do a job that was particularly uninteresting, how did you deal with it?
10. Tell me about a time when an upper level decision of policy change held up your work. How did you handle it?
11. Describe a situation in your last job where you could structure your own work schedule. What did you do?
12. Tell me about a time when you've stuck to company policy or procedure, when it might have been easier and more effective not to.
13. Think about a problem you might have had in being decisive, and tell me how you handled it.
14. Describe a time when you had to communicate some unpleasant feelings to a supervisor.
15. What's been your experience of dealing with poor performance of subordinates? Provide an example.
16. In your current position, what sort of decisions do you make without consulting your boss?
17. Can you think of any major obstacles you had to overcome in your last job? How did you deal with them?
18. What types of things have made you angry, and how did you react to those situations?
19. You've told me a lot of your strengths for this job. But I need to get a balanced picture and get some knowledge of where you might need some improvement. Describe for me a time when you made a mistake that illustrates your need to for improvement.
20. How would a classmate or coworker describe you?
21. Why are you interested in this position?
22. Are you a good multi-tasker?