



50 Most Common Interview Questions

When it comes to the interview process, research and preparation for the interview can oftentimes determine your chances of making it to the next step. One of the best ways to get ready for a job interview is to practice your responses to the most common interview questions.

To help you get started, here are some of the most common interview questions candidates get asked during recent interviews. So, if you have a job interview lined up, practice in front of a mirror or ask a career advisor, friend or family member to listen to your answers to the following questions so you'll be ready to put your best foot forward.

Most Common Interview Questions

1. What are your strengths?
2. What are your weaknesses?
3. Why are you interested in working for *[insert company name here]*?
4. Where do you see yourself in five years? Ten years?
5. Why do you want to leave your current company?
6. Why was there a gap in your employment between *[insert date]* and *[insert date]*?
7. What can you offer us that someone else cannot?
8. What are three things your former manager would like you to improve on?
9. Are you willing to relocate?
10. Are you willing to travel?
11. Tell me about an accomplishment you are most proud of.
12. Tell me about a time you made a mistake.
13. What is your dream job?
14. How did you hear about this position?
15. What would you look to accomplish in the first 30 days/60 days/90 days on the job?
16. Discuss your resume.
17. Discuss your educational background.

18. Describe yourself.
19. Tell me how you handled a difficult situation.
20. Why should we hire you?
21. Why are you looking for a new job?
22. Would you work holidays/weekends?
23. How would you deal with an angry or irate customer?
24. What are your salary requirements? (*Hint: if you're not sure what constitutes a fair salary range and compensation package, research the job title and/or company*)
25. Give a time when you went above and beyond the requirements for a project.
26. Who are our competitors?
27. What was your biggest failure?
28. What motivates you?
29. What's your availability?
30. Who's your mentor?
31. Tell me about a time when you disagreed with your boss.
32. How do you handle pressure?
33. What is the name of our CEO?
34. What are your career goals?
35. What gets you up in the morning?
36. What would your direct reports say about you?
37. What were your bosses' strengths/weaknesses?
38. If I called your boss right now and asked him/her, what is an area that you could improve on, what would he/she say?
39. Are you a leader or a follower?
40. What was the last book you've read for fun?
41. What are your co-worker pet peeves?
42. What are your hobbies?
43. What is your favorite website?
44. What makes you uncomfortable?
45. What are some of your leadership experiences?

46. How would you fire someone?

47. What do you like the most and least about working in this industry?

48. Would you work 40+ hours a week?

49. What questions haven't I asked you?

50. What questions do you have for me?

The next time you are ready to follow up with a hiring manager after a job interview, here are three (3) types of questions to ask:

1. Ask About Logistics of the Position

During interviews, it can be easy to forget or feel nervous about asking a question regarding the position. If there was a topic you wish you had more clarification on, feel free to ask for more details in your follow up email.

For example, if the hiring manager mentioned travel would be part of the job, but did not elaborate on the topic, ask for more information in your follow up email.

“During the interview, you mentioned the position requires the employee to travel once a month. Can you explain more what this travel consists of?”

2. Ask About the Company

If you are looking for a unique way to stand out to hiring managers when following up, engage them in a conversation relevant to the position you applied for.

For example, if the hiring manager mentioned a new project the company is working on, follow up with an article or question regarding that project.

“Did you read this article on social media platforms last week? I thought this topic was very relevant to the project you mentioned.”

3. Ask About the Hiring Process

During some interviews, hiring managers forget to mention when they will be in touch after the applications have been reviewed. If it has been seven to 10 days since the job interview

and you have not received a response, ask a question regarding the hiring process in your follow up email.

Hello Ms. Smith:

I wanted to follow up with you about the Communications Director position. I was wondering if you could provide a timeline of the hiring process.

Following up after a job interview is essential if you want to be at the forefront of a hiring manager's mind. The best way to keep your application at the top of the pile is to follow up with engaging and meaningful questions showing your interest in the position.

STAR Technique for Answering Interview Questions

STAR stands for:

- **Situation** - describe the past situation
- **Task** - describe task you needed to accomplish
- **Action** - describe the action you took
- **Results** - what did you accomplish or learn?

For example, if an interviewer said, "Tell me about a project you initiated," you could answer as follows:

- **Situation/Task** - During my internship last summer I was responsible for managing "ABC" events ... I noticed that attendance at these events had dropped by 30% over the past 3 years.
- **Action** - I designed a new promotional packet to go out to the local community businesses... collected feedback on our events... organized internal discussions to raise awareness.
- **Result** - We utilized ideas from the community, made our internal systems more efficient and visible and raised attendance by 18% the first year.

With each behavioral question asked, think through what information is being sought – and provide an example from your own experience. Don't ramble; take a moment to collect your thoughts and organize your answer before replying. Also try not to say 'we' too often – the interviewer wants to know what you accomplished specifically.