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Preparing for the Behavioral Interview



Behavioral interviews are very probing in nature and are based on the concept of “predictable future behavior.” In other words, what you have done in the past strongly suggests what you will do in the future. Navigating these interviews successfully requires that you know yourself inside and out. This will require a lot of introspection and soul-searching on your part.

Behavioral questions are designed to examine how you have responded to specific situations in the past as an indicator of how you may behave in the future. When practicing answers to behavioral questions, think about how you dealt with specific problems in the past. Consider how your qualifications and attributes enabled you to demonstrate leadership, initiative, and problem-solving ability.

Examples of Behavioral Interview Questions

1. How have you demonstrated initiative?
2. How have you motivated yourself to complete an assignment or task that you did not want to do?
3. Tell me about the riskiest decision that you have made.
4. Can you tell me about an occasion where you needed to work with a group to get a job done?
5. What was the greatest challenge you ever faced, and how did you approach it?
6. What did you do in your last job to effectively plan and organize?
7. Tell me about a time on any job when stressful situations or problems tested your coping skills. How did you handle it?
8. What leadership positions have you held? Describe your leadership style.
9. Tell me about a time when you failed at something. If you could do it again, what would you do differently?
10. Describe your involvement in a team situation in which you were not in a leadership role.
11. Tell me about a time when you worked with a person who did things very differently from you. How did you get the job done?
12. Describe your three greatest accomplishments.
13. Summarize a situation where you successfully persuaded others to do something or to see your point of view.
14. Give an example of when your persistence had the biggest payoff.
15. How have you most constructively dealt with a disappointment and turned it into a learning experience?