

SAMPLE GENERAL/BEHAVIORAL INTERVIEW QUESTIONS

Introduction/General

- Tell me about yourself.
- Why did you choose Yale?
- What have you done that you are proud of? What is your greatest accomplishment?
- How do you spend your free time?
- What is your greatest strength? What is your greatest weakness?
- Where do you see yourself in five years?
- How would you describe your ideal job?
- What type of work environment do you prefer?
- How would your friends describe you?
- Who do you admire most and why?

Position-Specific

- What personal traits make you stand out for this role?
- What interests you most about a career in _____?
- Why are you interested in this position? What appeals to you about the role?
- What in your background best qualifies you for this position?
- What differentiates this organization from other organizations you are interviewing with?
- What are the greatest challenges you think the industry is facing? Our organization if facing?

Leadership

- Walk me through your resume. Tell me a little more about each of your leadership experiences.
- Describe a leadership role you've held and tell why you committed your time to it.
- What would you say were the most important responsibilities in your most recent leadership roles?
- What has been the most difficult project you've tackled in your academics or leadership roles?
- Give an example of your ability to build motivation with your classmates.
- How did you build a shared vision/goal?
- How do you instill in others an atmosphere of support, responsiveness and respect?

Creativity

- How do you define creativity?
- Which of your creative accomplishments has given you the most satisfaction?
- Provide an example of a time when you offered an innovative solution to a difficult problem.

Analytical

- How would you describe your approach to problem solving?
- Tell me about a complex problem you solved—walk me through your thinking as you solved it.
- Describe a situation in which you had to apply your skills to learn a new technology/ process.
- Give me a specific example of a time when you used good judgment and logic in solving a problem.

Teamwork

- What makes you a good team member?
- How do you determine the role you play in a group?
- What makes you most effective with people? What kinds of people do you find most challenging?
- How have you handled a difficult working relationship?

Communication Skills

- How would you describe your communication skills?
- Would you rather write a report or give a verbal presentation?
- How would you rate your writing abilities? Listening skills? What have you done to improve them?
- Describe a situation in which you were able to successfully convince someone to see things your way.
- Tell me about a time when you had to use your presentation skills to influence someone's opinion.

Management Skills

- How do you prioritize your schedule / handle different priorities?
- How do you make important decisions?
- Describe a situation demonstrating your ability to transition quickly and effectively between tasks.
- Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
- Tell me about a time when you had too many things to do and you were required to prioritize your tasks.
- Describe a difficult situation that you feel you should have handled differently. What did you learn?
- Provide an example of a situation where you had to manage multiple competing deadlines?

Drive

- What does success/failure mean to you?
- Give me an example of how you demonstrate initiative.
- Tell me about a time when you aspired to reach a goal. What were the obstacles and how did you overcome them?
- Give me an example of a time when something you tried to accomplish and failed.
- Tell me about the most successful project you've completed and why you consider it successful.
- Are your grades a good measure of your ability to learn? Are they a good indicator of your academic achievement?

Conclusion

- Is there anything else you'd like me to know about you?
- Summarize your candidacy – why should we hire you?