

Sample Behavioral Interview Questions

Decision Making and Problem Solving

Give me an example of a time when you had to keep from speaking or making a decision because you did not have enough information.

Give me an example of a time when you had to be quick in coming to a decision.

Leadership

What is the toughest group that you have had to get cooperation from?

Have you ever had difficulty getting others to accept your ideas? What was your approach? Did it work?

Motivation

Give me an example of a time when you went above and beyond the call of duty.

Describe a situation when you were able to have a positive influence on the action of others.

Communication

Tell me about a situation when you had to speak up (be assertive) in order to get a point across that was important to you.

Have you ever had to "sell" an idea to your co-workers or group? How did you do it? Did they "buy" it?

Interpersonal Skills

What have you done in the past to contribute toward a teamwork environment?

Describe a recent unpopular decision you made and what the result was.

Planning and Organization

How do you decide what gets top priority when scheduling your time?

What do you do when your schedule is suddenly interrupted? Give an example.

Other Behavioral Questions

Give a specific example of a policy you conformed to with which you did not agree.

Give me an example of an important goal which you had set in the past and tell me about your success in reaching it.