Examples of Behavioral Interviewing Questions

Tell me about a time when you had to work with someone who was difficult to get along with. What made the situation so difficult? How did you deal with it? (Teamwork)

Has there ever been a time when the old way of doing something was not working that well for you? What did you do about it? (Innovation)

Have you ever been in a situation where you had to quickly adjust your plans or change what you were doing? Tell me about the situation. How difficult was it for you to deal with this change? (Adaptability)

Tell me about a time when you had more to do than you could possibly handle. What did you do in this situation? (Planning/Organizing/Time Management)

Give me an example of a time when you took on an assignment that was not part of your normal job duties or not required of you. Why did you take on this extra work? (Initiative)

Think of a time when you recently made a good decision. What was the decision? What alternatives did you consider? Why do you consider it a good decision? (Decision Making)

Have you ever been in a situation where you were asked to do something you didn’t think was right? How did you handle that situation? (Integrity/Ethics)

Like everyone, I’m sure at some point you have made a mistake. Give me an example of a time when this happened to you. How did you deal with the situation? (Integrity/Ethics)

Tell me about a time when you met an important deadline. What did you do that allowed you to finish on or before the deadline? (Quality)

Have you ever been disappointed in your own quality of work or someone else’s? Tell me about the situation and how you dealt with it. (Quality)

Give me an example of a time when you had to deal with a difficult customer. What made the person so difficult? What did you do in this situation? (Customer Service)

When responding to these questions, answer in a way that sparks interest, through interesting stories and examples. Show the interviewer that you meet the requirements of the job and you have what it takes to do well in the position. In order to accomplish this, you must know what the interviewer is looking for in a candidate and what the job requirements are for the position. Additionally, you must thoroughly prepare for the interview and practice your story telling techniques. Bottom line: You want your answers to remain in the interviewer’s thoughts long after your meeting, reinforcing to him or her that you are the perfect person for the job.