

INTERVIEW QUESTIONS


KELLEY SCHOOL OF BUSINESS

 INDIANA UNIVERSITY
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This list of sample interview questions includes general interview questions from the ever-popular “Tell me about yourself?” to “What is your greatest weakness?” as well as behavioral-based interview questions. Behavioral questions, which are the most commonly asked type of question in interviews, are based on the theory that past behavior predicts future behavior and performance.

Strategies for Answering Two of the Most Common and Difficult Interview Questions

“Tell me something about yourself”

Remember, the employer is asking about your professional self, not your life history! You can effectively answer this question using a 3-step approach:

1. Brief summary of your career/academic history
2. One or two sentences about a single accomplishment of which you are proud
3. One sentence summary of what you want to do next in your career

“Tell me about a professional weakness” or “What is your greatest weakness?”

Remember, the employer is asking about a professional weakness, not something personal. Use the following strategy to effectively answer this question:

1. Choose something that is not vital to your success in the position
2. Choose something that can be turned into a positive, but not something cliché (i.e. “I’m a workaholic.”)
3. Present a game plan to improve the weakness or demonstrate how you have worked to improve in this area
4. Confirm that you do not feel this weakness would limit your success in the position



General Interview Questions

- Tell me about your education/work experience.
- What are your short range/long range career goals?
- Why are you interested in our organization?
- What is your greatest strength/weakness?
- What are the most important considerations for you in choosing a job?
- Why do you want to leave your current job?
- How do you feel you can contribute to our organization?
- What led you to choose your college major?
- What do you know about our company?
- What have you learned from your mistakes?
- Do you think your grades are a good indication of your academic achievement?
- What have you learned from participation in extracurricular activities?
- What were your favorite/least favorite college courses?
- Why should I hire you?
- What sets you apart from other qualified candidates?

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Behavioral Based Interview Questions

- Tell me about a situation when you persuaded someone to accept your ideas or point of view.
- Describe a time when you had to convince a person or group to re-evaluate their decision.
- Tell me about a time when your opinion was challenged. How did you handle it?
- Describe a situation where you had to work with ambiguity. How did you deal with the situation and what was the result?
- Describe an instance when you had to think on your feet to get yourself out of a difficult situation.
- Tell me about a situation where you had to make a decision without much information.
- Describe a situation in which you faced an ethical challenge in the workplace and how you resolved it.
- Tell me about a situation at work in which you led a team well.
- Describe an example of your ability to listen and be responsive.
- Describe a failed project you have been involved with at work/school, and explain why it was not successful.
- Give me an example of a time when you took initiative.
- Describe a situation in which you had to take immediate action in a high-pressure situation.

Use the S.T.A.R. Method to answer behavioral based interview questions. S.T.A.R. stands for Situation-Task-Action-Result. This four-step method will help you to prepare concise, organized and articulate examples when answering behavioral based questions. Employers will be looking for specific examples. Begin by describing the situation, the task at hand, then describe the action you took, and wrap up your answer by describing the result of your actions.



Meet with the professionals from the Career Planning Office or use the tools on our website at kelley.iupui.edu/cpo to practice your interviewing skills. Call 278-0506 to schedule an appointment with one of our career counselors