

Sample Questions

I. Career Decision-Making

Goals/Objectives

- What are your short term and long term objectives?
- What do you really want to do in life?
- How do you plan to achieve your career goals?

Education

- How has your education prepared you for a career?
- Describe your most rewarding college experience.
- Why did you select your college or university?
- If you could, would you plan your academic study differently?
- Do you think your grades are a good indication of your academic achievement?
- What have you learned from participation in extracurricular activities?
- Do you have plans for continued study?
- Why did you pick your program or concentration?
- What courses did you like best and why? Least?
- What led you to choose the career for which you are preparing?

II. Company Information

- Why did you decide to seek a position with this organization?
- What do you know about our organization?
- What job in our organization do you want to work toward?
- In what ways do we differ from other similar companies?
- What do you think it takes to be successful in a company like ours?

III. Experience and Qualifications

Previous Experience

- Tell me about your relevant experiences.
- Describe your current job.
- How did your previous employer treat you?
- What have you learned from some jobs you have held?
- What jobs have you enjoyed most? Least? Why?
- What have you done that shows initiative and willingness to work?

Qualifications

- In what ways do you think you can make a contribution to our organization?
- Why do you feel you are qualified for this job?
- What are your own special abilities?
- Why should we hire you over another candidate?

Task-Oriented

- Can you describe how to _____?
- What process would you use to correct _____ problem?
- How would you advise a patient/coworker in _____ situation?
- What is your philosophy of health?

IV. Personality-Focused

Self-Awareness

- How would you describe yourself?
- How do you think a friend or a professor who knows you well would describe you?

- What motivates you to put forth your greatest effort?
- How do you determine or evaluate success?
- What personal characteristics are necessary for success in your chosen field?

Weaknesses/Negatives

- What challenges have you encountered in the workplace and how have you handled them?
- What have you learned from your mistakes?
- What do you consider to be your greatest weakness?
- Have you ever had problems with your supervisor?

Values Clarification

- What is your attitude toward working on weekends?
- How do you balance work and social/personal life?
- What are the most important rewards you expect in your career?
- Which is more important to you; the money or type of job?
- Do you enjoy independent research?
- In what kind of a work environment are you most comfortable?
- How do you work under pressure?
- How would you describe the ideal job for you?
- What two or three things are most important to you in your job?
- What criteria are you using to evaluate the company for which you hope to work?
- Do you have a geographical preference?
- Are you willing to travel?
- Are you willing to spend six months in training?
- Do you prefer working with others or by yourself?
- What is the highest form of praise you've received?
- What 2 or 3 accomplishments have given you the most satisfaction?

Extracurricular

- What do you do with your free time?
- What are your hobbies?
- What types of books do you read?
- How interested are you in sports?
- How do you spend your vacations?

Stress Questions

- What causes you to lose your temper?
- Have you ever had trouble with other people on the job?
- Can you take instructions without getting upset?
- What would irritate you most if I as a manager did it?

Behavioral Questions

- Tell me about a time when you were most persuasive in overcoming resistance to your ideas or point of view.
- Tell me about the last time you had a disagreement or clash with someone in your work/school/internship.
- Tell me about the most difficult or frustrating person with whom you have worked.
- Tell me about a time when you felt most pressured and stressed in your work/school/internship.
- Describe a time when you were most frustrated or discouraged in reaching your objectives or goals.
- What do you feel has been your most significant work/school accomplishment within the past year or so?
- Describe the last time you did something which went well beyond the expected in your work/ school/ internship.
- Tell me how you go about organizing your work and scheduling your own time.
- Tell me about the last time you made a decision which backfired.
- Tell me about the time you most regretted not getting advice before going ahead.
- Tell me about the last significant crisis situation you faced in your work.
- Describe your most disappointing and frustrating experience in gaining the support of others for an idea.
- Tell me about the last time you were criticized by a supervisor/professor.