



P R O F E S S I O N A L S

**50 behavioral-based interview questions you might be asked**  
**By Dr. Tom Denham**

Behavioral-Based Interviewing is grounded in the theory that the most accurate predictor of future performance is past performance in a similar situation. With this type of approach, also known as Critical Behavior Interviewing (CBI), employers pre-determine the core competencies or skills required for success in a particular job. When an interviewer asks CBI questions, they are probing for “behavior patterns” rather than “correct” answers. You can not “wing” a CBI interview. Success requires deliberate preparation. Next time, I will give you tips on how to effectively answer these challenges. For now, here are 50 questions to get you thinking.

1. 1. Describe a time on any job in which you were faced with **stresses which tested your coping skills**.  
*What did you do?*
2. 2. Tell me a time in which you had **to not finish a task** because of a lack of information. How did you handle it?
3. 3. Give an example of a time in which you had **to be relatively quick in coming to a decision**.
4. 4. Relate a time in which you had **to use your verbal communication skills** in order to get an important point across.
5. 5. Describe a job experience in which you had **to speak up** to be sure that other people knew what you thought or felt.
6. 6. Can you tell me a time in which you felt you were able **to build motivation** in your co-workers or subordinates?
7. 7. Give me an example of a specific occasion in which you had **to conform to a policy** with which you did not agree.
8. 8. Describe a situation in which you felt it necessary **to be very attentive and vigilant** to your environment.
9. 9. Provide an example of a time in which you had **to use your fact-finding skills** to gain information for solving a problem.
10. 10. Give me a time in which you had **to set an important goal** in the past and tell me about your success in reaching it.
11. 11. Describe **the most significant piece of writing** which you have had to complete.
12. 12. Tell me an example of a time when you had **to go above and beyond the call of duty** in order to get a job done.
13. 13. Can you tell me a time when you were able **to effectively “read” another person** and guide your actions by your understanding of their individual needs or values?

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14. 14. What did you do in your last job in order **to be effective with your organization and planning**? Be specific.
15. 15. Describe **the most creative work-related project** which you have carried out.
16. 16. Tell me a time in which you felt it was necessary **to change your actions** in order to respond to the needs of another person.
17. 17. Give me a specific example of a time when you used **good judgment and logic in solving a problem**.
18. 18. Tell me a time when you had **to carefully analyze a situation** in order to be effective in guiding your actions.
19. 19. What did you do in your last job **to contribute toward a teamwork environment**? Be specific.
20. 20. Give me an example on any job in which you **faced a problem** and tell me how you went about solving it.
21. 21. Describe a situation in which you were able **to positively influence the actions of others** in a desired direction.
22. 22. When **working on a team**, what role do you usually take? Why?
23. 23. Tell me of a time when you had **to take initiative to develop an innovative project** to achieve better results.
24. 24. Give me two examples of when you **did more than was required** in any job experience.
25. 25. By providing an example, how did you handle a time where **others on your team were negative**.
26. 26. Everyone has to **bend or break rules** sometimes. Recall an example of when you had to do this.
27. 27. Describe the process you went through **to make one or two of the most important decisions** of your professional life.
28. 28. Have you ever been the latitude **to make a decision for your boss**? If so under what circumstances?
29. 29. What process do you use **to establish priorities**? Be specific.
30. 30. Describe an experience in which you had **to pull together resources** which are not under your control.
31. 31. Give me a time when one of your **suggestions was put into practice** by your supervisor.
32. 32. Tell me a time when you had **to implement change** in your area of responsibility. What did you do to get them underway?
33. 33. What ways have you found **to make your job easier or more rewarding**?
34. 34. Give an example when you **persuaded management to do something** they were first reluctant to do. What was the result?
35. 35. Provide an example of how you **resolved a conflict with you and another person** when you disagreed with each other.

36. 36. Describe in any job experience how you **developed rapport with your peers and your supervisor**.
37. 37. Tell me about a time when you have had **to utilize a system to inform** your supervisor and teammates.
38. 38. Give some examples of **ways you minimize stress** in your life.
39. 39. By providing an example, tell me when you have had **to handle a variety of assignments**. Describe the results.
40. 40. Describe the most creative way you have **solved a customer's problem**.
41. 41. Tell me about **an accomplishment that you are very proud of** and why it means so much to you.
42. 42. Provide me with an example of a time when you had **to teach someone a new skill or procedure**.
43. 43. Describe a job experience when you **successfully communicated with someone that did not personally like you**.
44. 44. Tell me about a time when your **supervisor was not satisfied with the quality of your work**. What actions did you take?
45. 45. Describe **a typical day**. How do you decide what to work on and what goals to accomplish?
46. 46. Give me an example of a time when your **schedule was interrupted by unforeseen circumstances**. How did you handle it?
47. 47. Describe for me a situation when you **failed to meet a deadline**. What things did you fail to do? What did you learn?
48. 48. Tell me a time when you were on a team and **one of your teammates was not pulling his/her weight**. How did you handle it?
49. 49. By providing an example, tell me of a situation where you had **to use your ability to negotiate**.
50. 50. Describe for me a job experience when you had **to serve as the leader** in order to accomplish a goal.

These questions can be found at <http://blog.timesunion.com/careers/50-behavioral-based-interview-questions-you-might-be-asked/1538/>