

The Interview Questions

*Interview your Interviewer
What questions to expect*

*Today's Promise
Career Coach*

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This guide to interview questions is designed to help prepare you, the candidate, for almost any possible quiz situation encountered during the interview.

Use these sample questions to prepare for any of the interview formats—Screening, Informational, Directive, Meandering, Stress, Behavioral, the Audition, Group, Tag-Team, Meal and Follow-up.

The Meandering Interview

This interview type, usually used by inexperienced interviewers, relies on you to lead the discussion. It might begin with a statement like "tell me about yourself," which you can use to your advantage. The interviewer might ask you another broad, open-ended question before falling into silence. This interview style allows you tactfully to guide the discussion in a way that best serves you

The Screening Interview

Companies use screening tools to ensure that candidates meet minimum qualification requirements. Computer programs are among the tools used to weed out unqualified candidates. Sometimes human professionals are the gatekeepers. Screening interviewers often have honed skills to determine whether there is anything that might disqualify you for the position. Remember—they do not need to know whether you are the best fit for the position, only whether you are not a match. For this reason, screeners tend to dig for dirt. Screeners will hone in on

The Stress Interview

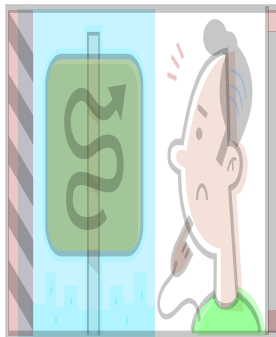
Employers view the stress interview as a legitimate way of determining candidates' aptness for a position or someone has latent maniacal tendencies. You might be held in the waiting room for an hour before the interviewer greets you. You might face long silences or cold stares. The interviewer might openly challenge your beliefs or judgment. You might be called upon to perform an impossible task on the fly-like convincing the interviewer to exchange shoes with you. Insults and miscommunication are common. All this is designed to see whether you have the mettle to withstand the company culture, the clients or other potential stress.

When you are supervising people, how do you motivate them?

Describe a time when you resolved a conflict between two of your subordinates.

What would your subordinates say about you?

What do you look for in an employee?



How do you normally relate to “office politics”?

Describe a time when you got caught up in office politics unfairly.

When you are supervising people, how do you motivate them?

Describe a time when you resolved a conflict between two of your subordinates.

What would your subordinates say about you?

What do you look for in an employee?

How do you normally relate to “office politics”?

Describe a time when you got caught up in office politics unfairly.

Name three personal characteristics that best describe you.



Questions to Anticipate from the Interviewer

Tell me about yourself.

Why did you leave (are you leaving) your most recent job?

What are your strengths?

What are your weaknesses?

If you could do anything in your career differently, what would it be?

What is your greatest achievement?

What would your former boss say about you?

How do you handle authority?

What would your colleagues say about you?

What do you want to be five years from now?

Can we check your references?