

THE BEHAVIORAL JOB INTERVIEW

The objective of any behavioral interview is to assess how a candidate acts and performs in specific job situations. The primary premise being that past performance will predict future performance. Below is a sampling of potential interview questions that we have compiled when conducting a behavioral job interview.

- *Educational background and work qualifications:*
 1. What are your short-term and long-term career goals?
 2. What are your top two most significant (or most rewarding) accomplishments?
 3. How would you describe yourself?
 4. What are your strongest (consulting) skills?
 5. Give me an example how you have worked under pressure?
 6. How would you evaluate your ability to deal with conflict?

- *Due diligence and knowledge of company – showing initiative:*
 1. What appealed to you about this position with our company?
 2. What do you know of our company?
 3. What do you like about our company?

- *Demonstration of application and implementation of processes – skills and abilities:*
 1. Tell me about a key project you were involved with. What was your role?
 2. What about projects you directly influenced, how did you influence them? What was your expertise or value-added recommendation(s)?
 3. What were your successes? What were your barriers? How did you overcome those barriers?
 4. Give an example of when you were not able to meet a deadline. How did you deal with this situation?
 5. When you worked on multiple projects, how did you prioritize?

- *Level and degree of client/customer focus in understanding needs and goals (doing what it takes, flexibility, willingness to learn, resourcefulness):*
 1. Describe your target customer/client. How did you continuously add value to your service and your clients? How did you measure your effectiveness?
 2. Tell me about a time when you had to learn a new skill/technology quickly. How did you accomplish this and were you effective enough for the client or project goal?
 3. Did you ever have to do something outside your job assignment? What did you do?
 4. Do you do anything outside your job to continue to grow?
 5. Who do you spend most of your time with – clients, peers, cross-functional department or managers?

- *Cultural fit and attitude:*
 1. What kind of work environment have you found most conducive to your work style?
 2. Where is your ideal place to work?
 3. How are you best motivated to put forth your best effort?
 4. What do you think makes a successful manager?

- *Moral Compass (optional behavioral questions):*
 1. Have you ever been asked to do something at work that was uncomfortable for you? What was the situation and how did you handle it?
 2. What did you learn from a previous bad work experience that has made you a better manager/employee?
 3. How have you turned any weaknesses into strengths?