Behavior – Based Interviewing
Example Questions

The following are examples of possible behavior based questions which employers frequently try to assess during an interview:

**Problem Solving** - When was the last time you solved a difficult problem that had significant impact? What was the situation? How did you go about analyzing the problem? What alternative solutions did you consider? Explain how you implemented your solution. What was the outcome?

**Teamwork** - Tell me about a time when you worked with a team to solve a problem. What steps did you take? How were you involved? What was the outcome? How would you describe your role on the team?

**Decision Making** - What was the most difficult decision you have made in the last six months? What was the situation? What made it difficult? What factors or variables did you consider? What did you decide? What was the result?

**Initiative/Self-Motivation** - Describe your best example of taking the initiative to do something that needed to be done, even though it wasn’t really your responsibility or, Tell me about a time when you saw a better way to do something. What was the situation? What circumstances required you to act? What actions did you take? What impact did your initiative have on the situation?

**Achievement Drive** - Describe a situation in which you believe you were effective in achieving an ambitious goal. What caused you to work hard to meet this objective? What methods or skills did you use to meet your goal? What were the results? What feedback did you receive from others?

**Motivation** - Explain an instance in which you were part of a team or group that needed to be motivated. How did you go about moving the team forward or bringing them together on a project? What was the outcome?

**Detail Oriented** - Tell me about the most significant project you have worked on in which it was crucial to keep track of details while still managing the “big picture.” What was the project? What skills did you utilize in managing it? How did the project turn out? What feedback did you receive on your management of the task?

**Communication** - Describe for me when you had great difficulty communicating your thoughts clearly to another person or group. What was the situation? Where did the difficulty in communicating effectively lie? What did you do to get your point across more clearly? What was the outcome?

**Conflict Management** - Detail an example of when you voiced a concern or disagreement to a co-worker, supervisor, or professor. What was the concern or disagreement? What did you say? What was his/her reaction? What was the outcome of the disagreement?

**Coordinating/Leading Others/Leadership/Delegation** - Identify a situation in which you had to coordinate several people to achieve a goal. What prompted you to take the lead? How did you go about coordinating and leading the group? How did they respond? What was the outcome?

**Managing Stress** - Describe your most disappointing experience, or tell me about a time when you were under a lot of stress? What were the circumstances? How did you cope with it? What did you do to move beyond it?

**Technical Expertise** - Share with me the circumstances of when you needed to use your technical knowledge to solve a problem. What was the problem? What technical knowledge did you utilize to solve it? What was the outcome?

**Thinking Critically** - Tell me an instance in which you personally had to analyze a situation, problem, or task and come up with a result or recommendations.

**Flexibility** - Explain a time when your plans had to change because of circumstances or other people. What was the situation? What changes did you have to make? How did you handle the changes? What would you do differently?
Please Note: These sample interview questions are not an exhaustive list of all potential questions that may be asked during an interview. Rather, these questions are intended to help you prepare for a general interview.

1. Tell me a little bit about yourself.

2. What led to your interest in _______ and why did you choose this field?

3. Why do you want to work for us and how would you benefit this organization?

4. What courses did you like best/least in your education? Why? Tell me about your GPA.

5. What extra training or classes have you taken to prepare yourself for this position?

6. What is your proudest accomplishment from your education?

7. You mentioned _________ internship. Tell me what you learned from that experience.

8. What has best prepared you for your career in _____?

9. What do you consider as your most significant strengths? Weaknesses? In other words, what areas of opportunity are you working on?

10. Describe a challenging problem you faced in one of your previous positions. How did you solve the problem?

11. Tell me about a time when you worked with a team to solve a problem. What steps did you take? How were you involved? What was the outcome? How would you describe your role on the team?

12. Tell me about a time when you have had to prioritize tasks.

13. Tell me about a project or activity that you were in charge of planning. How did you communicate your vision for what needed to be done? How did you go about delegating work to others? What were the results?

14. Where do you see yourself in 5-10 years? What are your long range career goals?
15. Detail an example of when you voiced a concern or disagreement to a co-worker, supervisor, or professor. What was the concern or disagreement? What did you say? What was his/her reaction? What was the outcome of the disagreement?

16. Tell me an instance in which you personally had to analyze a situation, problem, or task and come up with a result or recommendations.

17. Describe a situation in which you went the extra mile for a customer or client.

18. What type of person do you find difficult to get along with?

19. Tell me about a time when you showed initiative.

20. What type of work environment do you prefer? How do you work best?

21. What two or three things are important to you in your role?

22. What do you see as the major issues facing this field in the future?

23. What questions do you have for us?

Some questions adapted from:
http://www.vpul.upenn.edu/careerservices/nursing/jobsearch_questions.html
http://www.careercenter.ilstu.edu/students/nursing/InterviewQuestions/
http://www.udel.edu/CSC/pdfs/NurseInterview.pdf