

140 Interview Questions

1. How would you go about establishing your credibility quickly with the team?
2. What motivates you?
3. How long will it take for you to make a significant contribution to the company?
4. What do you see yourself doing within the first 30 days?
5. If selected for this position, describe your strategy for the first 90 days.
6. What are the three most important traits of an excellent employee?
7. What skills do you bring to the company and how do they relate to the position?
8. Why are you looking for a job?
9. How would you describe your work style?
10. What would be your ideal working environment?
11. What do you look for in terms of culture -- entrepreneurial or structured?
12. Give examples of ideas you've had or implemented and how you went about sharing those.
13. What techniques, processes, and tools do you use to keep yourself organized?
14. If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?
15. Tell me about your proudest achievement.
16. Who was your favorite manager and why?
17. What do you think of your previous boss?
18. Was there a person or mentor in your career who really made a difference?
19. Why are you applying for a job that is below the status / pay of a previous job you've held?
20. What kind of personality do you work best with and why?
21. What are you most proud of?
22. What things do you like to do?
23. How do you deal with stress?
24. Would you rather be liked or feared?
25. What are your lifelong dreams?
26. What do you ultimately want to become?
27. What is your personal mission statement?
28. What are three positive things your last boss would say about you?
29. What negative thing would your last boss say about you?
30. What three character traits would your friends use to describe you?
31. What are three positive character traits you don't have?
32. If you were interviewing someone for this position, what traits would you look for?
33. List five words that describe your character.
34. Who has impacted you most in your career and how?
35. What is your greatest fear?
36. What is your biggest regret and why?
37. What's the most important thing you learned in school?
38. What was your favorite subject in school and why?
39. What will you miss about your present/last job?

40. How long would you expect to stay with this company if we hired you?
41. What is your greatest achievement outside of work?
42. Tell me about the most fun you have had on the job.
43. What are the qualities of a good leader? A bad leader?
44. Do you think a leader should be feared or liked?
45. How do you feel about taking no for an answer?
46. Can you please explain the gaps in your CV?
47. Do you consider yourself successful?
48. What have you done to improve your knowledge in the last year?
49. How would you feel about working for someone who knows less than you?
50. How do you think I rate as an interviewer?
51. Tell me one thing about yourself you wouldn't want me to know.
52. Tell me the difference between good and exceptional.
53. What kind of car do you drive?
54. There's no right or wrong answer, but if you could be anywhere in the world right now, where would you be?
55. What's the last book you read?
56. What magazines do you subscribe to?
57. What's the best movie you've seen in the last year?
58. What would you do if you won the lottery?
59. Who are your heroes?
60. What do you like to do for fun?
61. What do you do in your spare time?
62. What is your favorite memory from childhood?
63. Tell me about yourself.
64. What are your strengths?
65. What are your weaknesses?
66. What is your philosophy towards work?
67. Why do you want this job?
68. Where would you like to be in your career five years from now?
69. Have you ever had to fire anyone? How did you feel about that?
70. What's your ideal company?
71. What attracted you to this company?
72. What do you actually know about our company?
73. What is a suggestion you've made at work that was implemented?
74. Can you describe a situation when ...
75. What are the most difficult decisions for you to make?
76. What is the most difficult thing about working with you?
77. Do you enjoy working as part of a team?
78. Tell me about your dream job.
79. What role do you tend to play in a team?
80. Why should we hire you?

81. If you had enough money to retire right now, would you?
82. Describe your management style.
83. What did you like least about your last job?
84. When were you most satisfied in your job?
85. Have you ever been asked to leave a position?
86. What was your biggest challenge with your previous boss?
87. What can you do for us that other candidates can't?
88. What is more important to you: the money or the work?
89. What were the responsibilities of your last position?
90. Why are you leaving your present job?
91. What experience do you have in this field?
92. What do you know about this industry?
93. Do you know anyone who works with our company?
94. How do you propose to compensate for your lack of experience?
95. What other applications have you put in?
96. What will you do if you don't get this position?
97. Do your skills match this job or another job more closely?
98. Are you willing to make sacrifices for this company?
99. Do you have any blind spots?
100. Are you willing to relocate?
101. How would you know you were successful on this job?
102. Do you have any questions for me?
103. Behavioral Interview Questions:
104. What was the last project you headed up, and what was its outcome?
105. Give me an example of a time that you felt you went above and beyond the call of duty at work.
106. Can you describe a time when your work was criticised?
107. Have you ever been on a team where someone was not pulling their own weight? How did you handle it?
108. Tell me about a time when you had to give someone difficult feedback. How did you handle it?
109. What is your greatest failure, and what did you learn from it?
110. What irritates you about other people, and how do you deal with it?
111. If I were your supervisor and asked you to do something that you disagreed with, what would you do?
112. What was the most difficult period in your life, and how did you deal with it?
113. Give me an example of a time you did something wrong. How did you handle it?
114. What irritates you about other people, and how do you deal with it?
115. Tell me about a time where you had to deal with conflict on the job.
116. Is there anyone you would refuse to work with?
117. If you were at a business lunch and you ordered a rare steak and they brought it to you well done, what would you do?

118. If you found out your company was doing something against the law (like fraud) what would you do?
119. What assignment was too difficult for you, and how did you resolve the issue?
120. What's the most difficult decision you've made in the last two years and how did you arrive at that decision?
121. Describe how you would handle a situation if you were required to finish multiple tasks by the end of the day, and there was no way that you could do it.
122. What salary are you seeking?
123. What's your salary history?
124. If I were to give you this salary you requested but let you write your job description for the next year, what would it say?
125. What are you looking for in terms of career development?
126. How do you want to improve yourself in the next year?
127. If you got this job what kind of goals would you have in mind?
128. If I were to ask your last manager to recommend additional training or exposure for you, what would that person suggest?
129. What's the last letter of the word describing where the sun sets?
130. How many times do the hands of a clock overlap in a 3 hours?
131. How would you weigh a plane without scales?
132. Tell me 10 ways to use a pen other than writing.
133. Melt' is related to 'Liquid' in the same way as 'Freeze' is related to...
134. Sell me this pen.
135. If you were an animal, what would you want to be?
136. 'Doctor' is related to 'Stethoscope' in the same way as 'Painter' is related to...
137. Why is there fuzz on a tennis ball?
138. If you could choose one super power, what would it be and why?
139. With your eyes closed, describe for me step-by-step how to tie my shoes.
140. What questions do you have about the position?