

Sample Interview Questions

Common Questions

Typical for almost any type of interview, industry, or role, these questions are designed to get to know you better and lay the foundation for the rest of the interview process.

1. Tell me about yourself and why you are interested in this position/organization.
2. How have your college courses prepared you for the workforce?
3. Tell me about one of your proudest accomplishments.
4. What activity have you been involved with as a student that you've found most enriching?
5. What are your 2-3 greatest strengths in relation to this role?
6. What is a weakness or an area in need of development for you?
7. What motivates you?
8. Do you have career goals for the next three to five years? If so, what are they?
9. What kind of work environment do you excel in?
10. Why should we hire you?

Behavioral Questions

Questions that ask about your past experiences to predict future success.

1. Describe a time when you were faced with a problem at work that you needed to address with little supervision. What did you do?
2. Describe a situation or experience from school or work that demonstrates your leadership ability.
3. Describe the most creative work-related project you have completed.
4. Give me an example of a time when you went above and beyond.
5. Tell me about a conflict you had with a classmate or coworker. How did you address it?
6. Give me an example of a mistake at work. What happened and how did you respond?
7. Think of a time when you had to address an angry customer or co-worker. How did you approach the situation?
8. Give an example of a time you had to organize and plan for a major project.
9. Tell me about a specific time when you had to manage multiple competing priorities.
10. Tell me about a time when you took an unpopular stand in a situation.

Experience/Skills Verification Questions

Questions that have you elaborate on the skills and competencies you've listed on your application.

1. How long have you worked with JavaScript?
2. When did you start working with a Content Management System, whether personally or professionally?
3. How have you been exposed to the product development process in your coursework?
4. How would you rate your expertise or experience in [insert skill]?

Situational Questions

Questions about hypothetical events but typical scenarios in the position for which you are interviewing.

1. Imagine you are working on a project for an important client, and they ask you to implement something that you know is not going to work or is not the right course of action. How would you handle this situation?
2. You're leading a team, but a member is struggling. They're missing deadlines, not paying attention in meetings, and have hardly contributed new ideas over the last few weeks. How would you address this with them?
3. A manager gave you feedback that you think is at odds with the project's scope or direction. How would you handle this conversation?

Brain Teasers

Often utilized in case studies to understand your ability to analyze information. A right answer is not the goal; brain teasers are a test of logic and math skills, critical thinking, and creativity.

1. Why are manhole covers round?
2. How would you weigh an elephant without a scale?
3. Why is a tennis ball fuzzy?
4. What is the angle of the hands of the clock at 8:13 am?
5. How would you estimate the number of pizza shops here in town?

Questions to Ask During Interviews

Always prepare questions! You want to gather information to help you evaluate the opportunity, as well as clarify anything you heard during the process. Asking questions demonstrates your interest and curiosity in the opportunity.

1. What are your expectations for the individual in this role?
2. What's the most important thing to accomplish in the first 90 days?
3. What's the performance review process like? How often would I be formally reviewed?
4. What are the most immediate projects that I would take on?
5. What are the biggest challenges that I might face in this position?
6. Who will I work with most closely? What other departments or units will I interact with?
7. How long have you been at the organization? What's your favorite part of working here?
8. How do you typically onboard employees?
9. What learning and development opportunities will I have in this role?
10. Are there examples of a career path beginning with this position?
11. What is the next step in this process?

Questions to Avoid

Avoid asking about salary and benefits too early in the process. Your initial focus should be on the role, how you are qualified and why you are interested. You can typically find benefits information on the Human Resources page of an organization's website. You want to wait until they have demonstrated interest in you as a candidate (the final round interview, after receiving an offer) to get into particulars that you may wish to eventually negotiate.

1. What's the starting salary?
2. Can you tell me about your health insurance?
3. What are your paid leave policies?