

Types of Interview Questions

There are numerous types of questions employers could ask you in an interview. However, these questions can be categorized into three main types such as **Open-ended, Behavioural and Situational**.

Open-ended questions are those that do not have specific direction and cannot be answered by "yes" or "no". An example of an open-ended question is "Tell me about yourself?"

Behavioural questions focus on your past performance such as "Can you give an example of how you dealt with _____ in the past?" Based on the past behaviour and "proven track record", employers try to predict how effective the candidate would be in the new position.

Sometimes employers present problematic scenarios that require solutions. These are referred to as **Situational** questions. You need to demonstrate your analytical and problem solving skills in your answers.

Listed below, you will find a combination of **Open-ended, Behavioural and Situational** questions frequently asked by interviewers.

TYPICALLY ASKED QUESTIONS

Your Qualifications and Experience

1. Tell me about yourself. (Open)
2. What previous experience has prepared you for the duties and responsibilities of this position?
3. Tell me about the position you had at _____. How has this prepared you for this position?
4. Describe the experience that you feel is most relevant to this position.
5. Describe a team project that you have undertaken. What was your role? What did you learn from this experience? (Behavioural)
6. You have been working on a project for over a month and are about to finish writing the report. Suddenly you realize some very important facts that should be included in this project have been overlooked. What would you do in this situation? (Situational)
7. Give an example of a time when you demonstrated creative problem solving. (Behavioural)
8. Give an example of where you have demonstrated leadership qualities.
9. You are working on a group project with your colleagues. While the deadline is getting closer, the group still cannot agree on how the project should be completed and one of the members is simply not doing his share. What would you do in this situation? (Situational)

Knowledge of Industry / Organization / Position

10. Why are you interested in the industry, our company, this position? (Open)
11. A client (customer) has been using the products and services of our company (organization) for three years and noticed some changes in the way business is being conducted in our field. The client is making an inquiry about these changes. What would you tell this client? (Situational)
12. What can you contribute to our organization?
13. What questions do you have about our company?
14. What is your salary expectation?
15. What kind of references can you provide?

Goals / Personal Attitudes / Values

16. What was the process you went through in deciding to leave your last position?
17. Why do you want this job? (Choose reasons relating to your professional growth or challenges) (Open)
18. What do you like best/least about your present (or last) job? Why?
19. What does taking initiative mean to you? Can you give an example where you have demonstrated your initiative? (Behavioural)
20. Is there anything you want us to know that we haven't had a chance to ask you?
21. What are your short/ long-term goals in this field?
22. How would you improve your GPA if you had a chance to do it again?
23. If I talked to your co-workers, how would they describe you?
24. You have heard that one of your clients has complained to your supervisor because he is dissatisfied with your work. What would you do in that situation? (Situational)
25. Describe a situation in which you had a disagreement with a supervisor. How was it resolved? (Behavioural)
26. How do you maintain enthusiasm on the job, despite certain aspects of the work you don't enjoy?
27. What are your strengths/weaknesses? Give an example.
28. Since you've graduated, what effort have you made to continue your learning?

Be Specific - Give Examples To Support Your Answers!