

Behavioral Based Job Interview Questions

Did you ever make a risky decision? Why? How did you handle it?

Strategic Human Resources Management – Organizations /
People / Performance
Choose the right candidate

CV

Cover Letter

Profile / Reference Check

Personality inventory tests

Aptitude tests

Portfolios

Video CV

Preliminary behavioral (situational) interview

questions (written)

Interview

Competency based interview

Questions About Problem-Solving

What They Want to Know: These questions are intended to discover the analytical thought processes you use to problem-solve.

Give an example of an occasion when you used logic to solve a problem.

Questions About Teamwork

What They Want to Know: When a hiring manager asks questions about teamwork, this is usually because good teamwork and collaboration skills are essential to doing the job you're applying for effectively and efficiently.

Have you had to convince a team to work on a project they weren't thrilled about? How did you do it?

Questions About Stress

What They Want to Know: Questions about how you handle stress are a good clue about the work climate you would be walking into should you land the job.

Describe a stressful situation at work and how you handled it.

Questions About Self-Knowledge

What They Want to Know: These questions are sometimes “trick” questions – how you answer them is as important as what you actually say. The hiring manager is interested in how you view your own strengths and weaknesses and how you have remedied mistakes you or others made in the past.

Did you ever not meet your goals? Why?

STAR TECHNIQUE



(S) Situation. Describe the situation in which the event took place.

(T) Task. Describe the task you were asked to complete. If there was a particular problem or issue you were trying to solve, describe that here.

(A) Action. Explain what action you took to complete the task or solve the problem.

(R) Results. Explain the result of your actions. For example, if your actions resulted in completing a task, resolving a conflict, improving your company's sales record, etc., explain this. Try to focus on how your actions resulted in a success for the company.