

50 Questions to Jump Start Your Next Behavioral Interview

Behavioral-based interviews emphasize past performance as a predictor of future performance. While the questions and characteristics listed below are by no means comprehensive, they should provide a great starting point for your next behavioral interview.

| Behavioral Characteristic | Recommended Questions |
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| <p>If You're Looking For Behaviors that Revolve Around Leadership</p> | <ol style="list-style-type: none"> 1. Tell me about a time when you accomplished something significant that wouldn't have happened if you had not been there to make it happen. 2. Tell me about a time when you were able to step into a situation, take charge, muster support and achieve good results. 3. Describe for me a time when you may have been disappointed in your behavior. 4. Tell me about a time when you had to discipline or fire a friend. 5. Tell me about a time when you've had to develop leaders under you. |
| <p>If You're Looking For Behaviors that Revolve Around Initiative and Follow-through</p> | <ol style="list-style-type: none"> 6. Give me an example of a situation where you had to overcome major obstacles to achieve your objectives. 7. Tell me about a goal that you set that took a long time to achieve or that you are still working towards. 8. Tell me about a time when you won (or lost) an important contract. 9. Tell me about a time when you used your political savvy to push a program through that you really believed in. 10. Tell me about a situation that you had significant impact on because of your follow-through. |
| <p>If You're Looking For Behaviors that Revolve Around Thinking and Problem Solving</p> | <ol style="list-style-type: none"> 11. Tell me about a time when you had to analyze facts quickly, define key issues, and respond immediately or develop a plan that produced good results. 12. If you had to do that activity over again, how would you do it differently? 13. Describe for me a situation where you may have missed an obvious solution to a problem. 14. Tell me about a time when you anticipated potential problems and developed preventative measures. 15. Tell me about a time when you surmounted a major obstacle. |

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| <p>If You're Looking For Behaviors that Revolve Around Communication</p> | <p>16. Tell me about a time when you had to present a proposal to a person in authority and were able to do this successfully.</p> <p>17. Tell me about a situation where you had to be persuasive and sell your idea to someone else.</p> <p>18. Describe for me a situation where you persuaded team members to do things your way. What was the effect?</p> <p>19. Tell me about a time when you were tolerant of an opinion that was different from yours.</p> |
| <p>If You're Looking For Behaviors that Revolve Around Working Effectively with Others</p> | <p>20. Give me an example that would show that you've been able to develop and maintain productive relations with others, though there were differing points of view.</p> <p>21. Tell me about a time when you were able to motivate others to get the desired results.</p> <p>22. Tell me about a difficult situation with a co-worker, and how you handled it.</p> <p>23. Tell me about a time when you played an integral role in getting a team (or work group) back on track.</p> |
| <p>If You're Looking For Behaviors that Revolve Around Work Quality</p> | <p>24. Tell me about a time when you wrote a report that was well received. What do you attribute that to?</p> <p>25. Tell me about a time when you wrote a report that was not well received. What do you attribute that to?</p> <p>26. Tell me about a specific project or program that you were involved with that resulted in improvement in a major work area.</p> <p>27. Tell me about a time when you set your sights too high (or too low).</p> |
| <p>If You're Looking For Behaviors that Revolve Around Creativity and Innovation</p> | <p>28. Tell me about a situation in which you were able to find a new and better way of doing something significant.</p> <p>29. Tell me about a time when you were creative in solving a problem.</p> <p>30. Describe a time when you were able to come up with new ideas that were key to the success of some activity or project.</p> <p>31. Tell me about a time when you had to bring out the creativity in others.</p> |

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| <p>If You're Looking For Behaviors that Revolve Around Priority Setting</p> | <p>32. Tell me about a time when you had to balance competing priorities and did so successfully.</p> <p>33. Tell me about a time when you had to pick out the most important things in some activity and make sure those got done.</p> <p>34. Tell me about a time that you prioritized the elements of a complicated project.</p> <p>35. Tell me about a time when you got bogged down in the details of a project.</p> |
| <p>If You're Looking For Behaviors that Revolve Around Decision Making</p> | <p>36. Describe for me a time when you had to make an important decision with limited facts.</p> <p>37. Tell me about a time when you were forced to make an unpopular decision.</p> <p>38. Describe for me a time when you had to adapt to a difficult situation. What did you do?</p> <p>39. Tell me about a time when you made a bad decision.</p> <p>40. Tell me about a time when you hired (or fired) the wrong person.</p> |
| <p>If You're Looking For Behaviors that Revolve Around Ability to Work in Varying Work Conditions (stress, changing deadlines, etc.)</p> | <p>41. Tell me about a time when you worked effectively under pressure.</p> <p>42. Tell me about a time when you were unable to complete a project on time.</p> <p>43. Tell me about a time when you had to change work mid-stream because of changing organizational priorities.</p> <p>44. Describe for me what you do to handle stressful situations.</p> |
| <p>If You're Looking For Behaviors that Revolve Around Delegation</p> | <p>45. Tell me about a time when you delegated a project effectively.</p> <p>46. Tell me about a time when you did a poor job of delegating.</p> <p>47. Describe for me a time when you had to delegate to a person with a full workload, and how you went about doing it.</p> |
| <p>If You're Looking For Behaviors that Revolve Around Customer Service</p> | <p>48. Tell me about a time when you had to deal with an irate customer.</p> <p>49. Tell me about one or two customer-service related programs that you've done that you're particularly proud of.</p> <p>50. Tell me about a time when you made a lasting, positive impression on a customer.</p> |