

Sample Categorical Behavioral Interview Questions

Introductory Questions

- 1. Tell me about yourself.**
- 2. What sets you apart? What do you bring to the table – that is of benefit to this company?**
- 3. How will your SNHU degree help you to be successful?**

Getting to Know You Questions / How Well Can you Sell Yourself:

- Tell me about yourself / Walk me through your resume and highlight your relevant experience.**
- What experience do you have that is relevant to this job?**
- Why do you want to work at this company?**
- Why do you want to work in this function?**
- Why should we hire you?**
- Why did you decide to pursue your current degree?**

Problem-Solving Skills:

- Tell me about a time when you had to solve a problem with little guidance or direction.**
- Tell me about a time when you had to be innovative or creative to solve a problem.**
- Tell me about a time when you had to use your analytical skills to solve a problem.**
- Give me a specific example of a time when you used good judgment and logic in solving a problem.**

Communication/Relationship Building Skills:

- Tell me about a time when you had to get a group of people up to speed on an issue. How did you get your key messages across?**
- Describe the most difficult presentation that you ever gave. What did you do to prepare for it and what was the result?**
- Tell me about a time when you built rapport quickly with someone under difficult conditions.**
- What, in your opinion, are the key ingredients in guiding and maintaining successful business relationships? Give examples of how you made these work for you.**
- Describe a situation where you felt you had not communicated well. How did you correct the situation?**

Ability to Drive Change and Influence People:

- Describe a situation when you constructively challenged an established procedure or way of doing things.**
- Tell me about a time when you had to “sell” an idea or concept to someone or a group of people. What strategy did you use? What was the outcome?**
- Tell me about a suggestion you made to improve the way job processes/operations worked. What was the result?**

- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- Give me a specific example of a time when you had to conform to a policy with which you did not agree.

Initiative/Leadership:

- Tell me about your most recent leadership experience.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
- Tell me about a time when you had too many things to do and you were required to prioritize your tasks.
- Give me an example of when you took a risk to achieve a goal. What was the outcome?
- What has been your greatest accomplishment to date?

Strengths/Weaknesses:

- If your manager was here, what would he or she say about you?
- What is your greatest weakness?
- Describe a time in your professional experience that you made a mistake or failed at a task. What did you learn from this experience?

Teamwork:

- Tell me about a time when you were on a team and did not agree with how it was proceeding. What did you do and what was the outcome?
- How do you deal with difficult colleagues or teammates?
- What role do you typically play on a team project? Can you give me an example?
- Some people work best as part of a group - others prefer the role of individual contributor. How would you describe yourself? Give an example of a situation where you felt you were most effective.

Where do you see yourself in five years?

- Ensure that your answer aligns with the career path in which this position is geared towards.
- The interviewer is looking to see if you have set thoughtful career goals for yourself.