

Behavioral Interview Questions

Behavioral interviewing asserts that the most accurate predictor of future performance is past performance in a similar situation. It also allows the employer to sample your communication skills, and the way you structure a story.

- Give me a specific example of a time when a co-worker or classmate criticized your work in front of others. How did you respond? How has that event shaped the way you communicate with others? (communication)
- Describe a situation in which you recognized a potential problem as an opportunity. What did you do? (initiative)
- Give me a specific example of a time when you sold your supervisor or professor on an idea or concept. How did you proceed? What was the result? (assertiveness)
- Describe the system you use for keeping track of multiple projects. How do you track your progress so that you can meet deadlines? (commitment to task)
- Tell me about a time when you came up with an innovative solution to a challenge your company or class was facing. What was the challenge? What roles did others play? (creativity and imagination)
- What, in your opinion, are the key ingredients in building and maintaining successful business relationship? Give me examples of how you've made these work for you. (relationship building)
- Describe a time when you got co-workers or classmates who dislike each other to work together. How did you accomplish this? What was the outcome? (teamwork)
- Tell me about a time when you failed to meet a deadline. What things did you fail to do? What were the repercussions? What did you learn? (time management)
- Describe a specific problem you solved for your employer or professor. How did you approach the problem? What role did others play? What was the outcome? (decision making)
- Describe a situation in which you had to use reference materials to write a research paper. What was the topic? What journals did you read? (research)

When answering behavioral interview questions, think of the acronym “**STAR**”.

S= Situation	Describe the situation you were in or the task that needed to be done. Describe a specific event, not a generalized description of what you have done in the past. Be sure to give enough detail.
T= Task	
A= Action	Describe the action you took, keeping the focus on you. Even if you are discussing a group project or effort, describe what you did- not the efforts of the team. Don't tell what you might do, tell what you did.
R= Result	

What happened? How did the event end? What did you accomplish? What did you learn?