



SAMPLE INTERVIEW QUESTIONS

WORK PATTERNS

- Tell me about your most recent work history?
How did you happen to obtain your most recent job?
I'd be interested in knowing the kinds of activities you performed.
Would you explain your reason(s) for leaving?
- Tell me more about what you found most appealing or rewarding in this job?
Would you explain why?
What did you find most disappointing or frustrating in this job? Why?
- I'd be interested in knowing what is most important to you in a job.
Would you explain what you care about least in a job?
What do you mean by that?
- Would you tell me about any criticism that was made of your work by your manager or your employer?
To what do you attribute the criticism?
- Tell me about your usual reaction when you have been told by your manager that your performance is not meeting expectations?
- If you were able to make changes on your previous job, what would you have done?
Would you explain in more detail?
- Describe for me how you "go about getting a job done."
- How do you work under pressure?
How do you like to work with details?
- What characteristics would you like for your next manager to have?

EDUCATIONAL AND SOCIAL PATTERNS

- Tell me about your scholastic performance in school.
What was there about the extracurricular activities you participated in that appealed to you?
What student offices did you hold in school and what did you learn from them?
- Has there been an opportunity for you to earn a portion of your educational expenses?
What prompted your decision to do that?
- Would you tell me about the experience during your school days that stands out as meaning the most to you?
To what do you attribute the importance of that experience?
Would you tell me about how old you were when you earned your first money on a



steady job?

Tell me more about that experience.

- What are you doing now for self-improvement and self-development?
- What kind of reading do you like most? Why?
- Describe for me the person who has most influenced your life?
What was there about that person?

PERSONALITY

- Would you tell me about what you believe to be your strongest characteristics as a person?
What do you mean by that?
- I'd be interested in knowing where you believe you need to improve as a person.
What do you mean by that?
- Would you tell me about the qualities you most admire in other people?
Perhaps you could clarify why you admire those qualities.
- Tell me about what irritates or displeases you most in other people.
- I'd be interested in knowing about the last incident that made you angry.
Would you explain what you did about it?

AMBITIONS

- I'd be interested in knowing what position you want to hold several years from now.
Would you tell me about why you believe you will be qualified for that position?
- I'm not certain I understand your plans to make yourself qualified.
- Tell me the reputation you would like to develop as an employee.
What do you mean by that?
- What changes would you make in your life (or career) if you could go back and do it over again? Why?
- What prompted your decision to apply for this job with our company?
- Would you explain why you feel we should employ you?