

51 Behavioral Based Questions

1. Give me an example of when you set a goal and were able to meet or exceed it (or not).
2. Tell me about a time you had too many things to do and had to re-prioritize your tasks.
3. Give me an example of when you had to make a split second decision.
4. Tell me about a time you were able to successfully deal with another person when that individual may not have personally liked you (or vice versa).
5. Tell me about a difficult decision you had to make in the past year.
6. Give me an example of a time when you tried to do something and failed.
7. Tell me about a time you were removed from a team or project.
8. Give me an example of when you motivated others.
9. Give me an example of when you showed initiative and took the lead on a project without being told to.
10. Tell me about a recent situation in which you had to deal with a very upset coworker or customer.
11. Tell me about a time you delegated a project effectively (or ineffectively).
12. Give me an example of a time you used your fact-finding skills to solve a problem.
13. Tell me about a time when you missed an obvious solution to a problem.
14. Describe a time when you anticipated potential problems and developed preventative measures.
15. Give me an example of when you had to make an unpopular decision.
16. Tell me about a time you had to fire a friend.
17. Describe a situation in which you set your sights to high (or too low).
18. Give me an example of when a person confronted you about something and you didn't agree with them.
19. Tell me about a time when your work or an idea of yours was criticized in front of others.
20. Describe a situation in which you had to work well under pressure.
21. Tell me about a time when you put your foot in your mouth.
22. Give me an example of a challenging problem you had to resolve in the past year.
23. Describe an instance when you had to think quickly on your feet to remove yourself from a difficult situation.
24. Give me an example of a time you convinced your manager about an idea or concept.
25. Describe your system for keeping track of multiple projects with different deadlines.
26. Describe a time when you got people who didn't like each other to work well together.
27. Describe a time you put your own needs aside to assist a co-worker or classmate.
28. Tell me about your most challenging customer service problem.
29. Describe a project you did as part of a team when you were not the leader.
30. Tell me about a time a co-worker or client rubbed you the wrong way.

31. Give me an example of when you had to make a decision about something new and unique for which there were no existing guidelines.
32. Tell me about an emergency or crisis of some kind in which you were involved.
33. Give me an example of when you attended a training class and immediately applied what you learned.
34. Describe a time you had to criticize or discipline someone who worked for you.
35. Give me an example of when you were not able to satisfy a customer.
36. Tell me about a time you were not comfortable with how your manager handled a situation.
37. Describe a time for me when you did not like the way someone communicated with you.
38. Tell me about the organizational tools you use to stay on time, meet deadlines and hit goals.
39. Tell me about a time you were unable to meet a deadline.
40. Give me an example of when you made a mistake or bad decision.
41. Describe for me what experiences you have had working with people of different ethnicities, ages, genders, and/or physical abilities.
42. Tell me about a time you had to learn a new skill or tool to get the job done.
43. Give me an example of when you had to motivate someone to do something they disagreed with.
44. Tell me about a time you were trying to warn management about a potential problem and they were not hearing you or taking you seriously.
45. Give me an example of when you had to make a decision for your boss in his or her absence without prior instructions.
46. Tell me about a time you had to organize others quickly to respond to an immediate need.
47. Describe a situation in which you had to change your plans without warning.
48. Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
49. Give me an example of when you used good judgment and logic to solve a problem.
50. Tell me about a time you had to go above and beyond the call of duty to get a job done.
51. Give me an example of when you conformed to a policy with which you did not agree.