

Additional Interview Questions

1. What attracted you to our company and/or position?
2. Why do you feel you are qualified for this position?
3. What are some of your long-range and short-range goals? How have you prepared yourself to achieve them?
4. What do you hope to accomplish personally and professionally in this position?
5. Give an example of a successful theory-to-practice experience. Give an example of an unsuccessful theory-to-practice experience.
6. Describe your ideal job.
7. Define success
8. What are some of the challenges/issues facing new professionals?
9. What is your management style?
10. Have you had previous experience in supervising staff or other individuals? What was their level of responsibility?
11. How do you deal with conflict?
12. How do you deal with ambiguity?
13. What computer skills do you possess?
14. Have you ever had to terminate an employee?
15. How would you answer a charge that one of your actions was racist, sexist or homophobic?
16. What training and development experiences have you had?
17. Describe a crisis situation you've faced and how you have handled it.
18. What has been the most difficult decision that you've had to make?
19. What is your style in dealing with conflict/confrontational situations?
20. How do you prioritize your time and activities?
21. What 2 to 3 things are the most important to you in a job? Why?
22. What transition issues do you think you will face if you are offered and accept this position?
23. What do you expect from a supervisor?
24. What characteristics do you work best with? What characteristics frustrate you when working with another person?
25. What did you enjoy most and least about your current/last position?
26. Have you ever quit a job? Why?
27. Who are your role models?
28. What do you consider as your greatest strengths? What are the areas in which you need improvement?
29. What would your co-workers list as your strengths?
30. Of what of your achievements or accomplishments are you most proud?
31. How do you respond when your opinion is in the minority?
32. How would you explain a policy to your staff that you may not agree with in theory, yet must enforce?
33. What do you do in your spare time? How do you deal with stress?
34. What other positions have you held? How were they obtained? Why did you leave?
35. What do you do to keep yourself motivated? How do you motivate others?
36. What questions do you think we should ask that you didn't get the chance to answer?
37. What are four things I will remember about you after this interview?
38. Why should we hire you instead of one of the other candidates?