Sample Traditional Interview Questions

Tell me about yourself.
What are your strengths and weaknesses?
Why are you interested in this position?
What would a former supervisor say?
How would you describe yourself?
Why did you leave your last job?
What are your long range and short range goals and objectives?
What do you see yourself doing five years from now? Ten years from now?
What do you really want to do in life?
What are your long range career objectives?
How do you plan to achieve your career goals?
What are the most important rewards you expect in your career?
What would a good friend describe you?
Describe the best job you've ever had.
Describe the best supervisor you've ever had.
What motivates you to go the extra mile on a project or job?
Why should I hire you?
What qualifications do you have that make you successful in this career?
How do you determine or evaluate success?
What do you think it takes to be successful in a company like ours?
In what ways do you think you can make a contribution to our company?
Do you have any hobbies? What do you do in your spare time?
Have you ever been fired or forced to resign?
What qualities should a successful manager possess?
Do you consider yourself a leader?
What are the attributes of a good leader?
Describe the workload in your current (or most recent) job.
Which is more important: creativity or efficiency? Why?
What's the most recent book you've read?
Describe the relationship that should exist between the supervisor and those reporting to him or her?
What two or three accomplishments have given you the most satisfaction? Why?
Describe the most rewarding experience of your career thus far.
If you were hiring a job-seeker for this position, what qualities would you look for?
Do you have plans for continued study? An advanced degree?
In what kind of work environment are you most comfortable?
How do you work under pressure?
Are you good at delegating tasks?
How do you ensure that all parties involved with a project, team, etc. that you are leading are kept informed of progress, issues, etc.?
What's one of the hardest decisions you've ever had to make?
How well do you adapt to new situations?
Why did you decide to seek a position in this company?
What can you tell us about our company?
What interests you about our products?
What do you know about our competitors?
What two or three things are most important to you in your job?
Are you seeking employment in a company of a certain size? Why?
What are your expectations regarding promotions and salary increases?
What criteria are you using to evaluate the company for which you hope to work?
Do you have a geographic preference? Why?
Are you willing to relocate?
Are you willing to travel for the job?
Why do you think you might like to live in the community in which our company is located?
What major problem have you encountered at work and how did you deal with it?
What have you learned from your mistakes?
What have you accomplished that shows your initiative and willingness to work?
What do you feel is your strongest technical skill and how have you been able to use it?

Sample Behavioral Interview Questions

Describe a situation in which you were able to use persuasion to convince someone to see things your way.
Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
Give me a specific example of a time when you used good judgment and logic in solving a problem.
Tell me about the toughest problem you've had to solve and how you went about developing a solution. How long did it take you to commit to the solution?
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 use your presentation skills to influence someone's opinion.
Give me a specific example of a time when you had to conform to a policy with which you did not agree.
Tell me about a time when you had to use your presentation skills to influence someone's opinion.
Please discuss an important written document you were required to complete.
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 a time when you had to make a split-second decision.
Sometimes it's easy to "get-in-over-our-heads." Describe some situations where you had to request help or assistance on a project, assignment, etc.
What is your typical way of dealing with conflict? Give me an example.
Tell me about a time you were able to successfully deal with another person even when that individual may not have personally liked you (or vice versa).
Tell me about a difficult decision you've made in the last year.
What thought process or processes do you use to decide whether an idea is worthy of consideration? How do you communicate your reactions? Give some examples.
Give me an example of a time when something you tried to accomplish and failed.
Give me an example of when you showed initiative and took the lead.
Tell me about a situation in which you faced an ethical conflict.
Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.
Give me an example of a time when you motivated others.
Tell me about a time when you delegated a project effectively.
Give me an example of a time when you used your fact-finding skills to solve a problem.
Tell me about a time when you missed an obvious solution to a problem.
Describe a time when you anticipated potential problems and developed preventive measures.
Tell me about a time when the result of your work was not what you expected and what did you do?
Tell me about a time when you were forced to make an unpopular decision.
Please tell me about a time you had to fire a friend.
Describe a time when you set your sights too high (or too low).

25 Oddball Interview Questions from Dayton Business Journal

How would you direct someone else on how to cook an omelet?
If you could be anyone else, who would it be?
On a scale from one to ten, rate me as an interviewer?
If you had turned your cell phone to silent, and it rang really loudly despite it being on silent, what would you tell me?
What kitchen utensil would you be?
Pick two celebrities to be your parents.
Have you ever stolen a pen from work?
Calculate the angle of two clock pointers when time is 11:50.
What’s your favorite song? Perform it for us now.
Estimate how many windows are in New York.
You are a head chef at a restaurant and your team has been selected to be on Iron Chef. How do you prepare your team for the competition and how do you leverage the competition for your restaurant?
My wife and I are going on vacation, where would you recommend?
How do you make a tuna sandwich?
How would people communicate in a perfect world?
If we came to your house for dinner, what would you prepare us?
Can you say: Peter Pepper Picked a Pickled Pepper and cross-sell a washing machine at the same time?
Name 3 Nobel Prize Winners.
How would you rate your memory?
What do you think about when alone in your car?
Jeff Bezos walks into your office and says you can have a million dollars to launch your best entrepreneurial idea. What is it?
What songs best describe your work ethic?
A penguin walks through that door right now wearing a sombrero. What does he say and why is he here?
How many quarters would you need to reach the height of the Empire State building?
How many cows are in Canada?
If you could get rid of one state in the US, which would it be and why?