Many employers use behavioral-based questions to assess candidates during an interview. Behavioral-based questions inquire about the applicant’s past experiences, seeking specific stories that highlight how the candidate behaved in past experiences. When preparing for an interview, prepare a response for each of the following questions, making sure not to repeat a particular story too frequently. To respond to these questions, use the “STAR” framework: briefly describe the Situation and the Task at hand, what Actions you took, and what the Result or outcome was. Note: not all STAR examples need to relate to your major or the work of that employer.

- Describe a situation in which you were able to use persuasion to successfully 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 an example of a time when you used good judgment and logic to solve a problem.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Talk about a time when you had 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.
- Please discuss an important written document you were required to complete.
- Tell me about a time when you had to go above and beyond your work to get a job done.
- Tell me about a time when you had many things to do and needed to prioritize your tasks.
- Give me an example of a time when you had to make a split second decision.
- 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.
- 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 recent situation in which you dealt with an 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 problems and developed preventive measures.
- 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).