

Behavioral Interview Questions



Coastal Carolina University
Career Services Center

Communication

- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- Please discuss an important written document you were required to complete.

Creativity/Innovation

- Tell me about a problem you solved in a unique or unusual way.
- Describe the most significant or creative presentation/idea that you have developed.
- Give me an example of a time when you came up with an innovative solution to a challenge your organization or class was facing.

Decision Making/Problem Solving

- Tell me about a difficult decision you had to make within the past year.
- Discuss a time when you had to make a quick decision.
- Describe a difficult problem you have encountered and what steps you took to solve it.
- Give me a specific example of a time when you used good judgment and logic in solving a problem.
- Give me an example of a time you anticipated a problem and developed preventative measures.

Flexibility/Adaptability

- Tell me about a time when you had to adjust to changes over which you had no control.
- By proving specific examples, demonstrate that you can adapt to a wide variety of people, situations, and work environments.
- Describe a time when you faced a stressful situation and how you handled it.

Integrity/Honesty

- Give a specific example of a policy you conformed to with which you did not agree.
- Tell me about a time when you had to handle a tough problem that challenges fairness or ethical issues.

Interpersonal

- Give me an example of when you had to work with someone who was difficult to get along with.
- Describe a time when you provided excellent customer service.
- Describe a situation where you had a conflict with another individual and how you dealt with it.

Leadership

- Tell me about a time when you were in a leadership role and were faced with resistance.
- Describe a leadership situation that you would handle differently if you had to do it over again.
- Tell me about a time when you showed initiative and took the lead in a team project.

Motivation

- Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
- Give me an example of an important goal you set and what steps you took to reach it.
- Tell me a goal that you set and did not reach.
- Give me an example of a time when you motivated others.

Organization/Time Management

- Describe a situation that required you to do a number of things at the same time.
- Tell me about a time when you had too many things to do and you were required to prioritize your tasks.
- Give me a specific example of a time when you were unable to complete a project on time.

Teamwork

- Tell me about a time when you worked on a team and a member was not doing their share of the work.
- Describe your involvement with a team project and what role do you take when working on a team.
- Give me an example of a time when you were working on a project and the others disagreed with your ideas.