

Sample Behavioral Interview Questions

Thinking Skills

1. Tell me about a time you made a decision or handled an assignment where the procedures or instructions you had were unclear, ambiguous or contradictory?
2. Describe a time where you were asked to do something that really challenged you?
3. Describe an unusual or creative approach you have taken to solving a problem?

Motivation

1. Give me an example of when you demonstrated initiative, that is, you set out to learn something or do something without anyone prompting or reminding you?
2. Describe a time recently when you put in more time and effort than was required or expected?
3. Tell me about a time where you did not meet a deadline or live up to a commitment?

Team Work

1. Give me an example of a time you had to rely on the knowledge and skills of others to be successful?
2. Tell me about the last time that you became frustrated while dealing with co-workers/team members? What caused your frustration? What did you do?
3. Tell me about the most disappointing time for you when you got less credit or recognition than you felt you deserved.

Flexibility

1. Describe a time you had to quickly change priorities?
2. Tell me about a time when you used a different approach to handle an assignment and how did you keep your supervisor in the loop?
3. Tell me about a time when you accepted an assignment or position where your responsibilities ended up being different than what you were told? How did you handle it?

Evaluations

- | | | |
|-----------------|----------|---|
| Exceptional: | 4 | The response was excellent. You would definitely like to have this person on the team. |
| Satisfactory: | 3 | The answer indicates that this person would probably succeed at Sample. |
| Marginal: | 2 | The answer was not as good as you would prefer, but the applicant should not be completely eliminated from consideration. |
| Unsatisfactory: | 1 | The answer indicated that the applicant would not succeed at Sample. |

**Sample
Individual Evaluation of the Behavioral Interview**

Applicant _____

Evaluator _____

Thinking Skills

Question #	EVAL	Notes

Motivation

Question #	EVAL	Notes

Team Work

Question #	EVAL	Notes

Flexibility

Question #	EVAL	Notes

I recommend that we hire this person: ___ Yes ___ No

