Traditional

- Tell me about yourself.
- Describe your ideal job.
- What can you offer us?
- What qualities and personal characteristics do you have to match our needs?
- What do you consider to be your greatest strengths? Weaknesses?
- How does your college education or work experience relate to this job?
- What skills do you have that will be used in this position?
- How do you manage your time?
- Have you ever spoken before a group of people? How large?
- Why should we hire you rather than another candidate?
- What do you know about our organization (products or services)?
- Where do you want to be in five years? Ten years?
- Have you ever quit a job? Why?
- Give an example which would demonstrate your productivity in your previous job?
- How do you think a former supervisor would describe your work?
- Describe your ideal boss.
- Why did you choose your major?
- Why did you choose to attend your college or university?
- In which campus activities did you participate? Tell me about your leadership abilities.
- Which classes in your major did you like best? Least? Why?

Behavioral-Based (Situation – Obstacles – Action – Result)

- Give me a specific example of something you did that helped build enthusiasm in others.
- Tell me about a time when you had to deal with a difficult person.
- Tell me about a time when you were creative in solving a problem.
- Tell me about a time when you were tolerant of an opinion that was different from yours.
- Tell me about a time when you had to deal with an irate customer.

Typical Applicant Questions

- What type of growth and advancement opportunities does this position offer?
- What would my first project be if I am hired?
- Are continuing education and professional training encouraged?
- Why did you choose this company?
- What is the company’s culture?
- Who will evaluate me if I am hired?