

INTERVIEW QUESTIONS

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A photograph of a man in a grey suit and a blue and white striped tie. His face is obscured by a large, stylized black question mark. The background is dark.

MOD
VIRTUAL

Candidate Name: _____ **Date:** _____

Position: _____ **Market Center:** _____

Interviewer: _____

1. Life Story Question

Forget modesty for now. Beginning from the time you graduated from High school, tell me about your life. Tell me about your highest achievements, the things you are most proud of and also your lowest points and things that you are not very proud of. Let me know what you feel you learned from these experiences and also give me an idea about what you gained from your efforts.

(Use the table below or a flip chart to record answers.)

My Life Story

Date	Event	High/Lows	What I learned	What I earned

2. What preparations did you go through before this interview?

3a. What are your strengths? If I asked _____ (any reference given such as former manager, etc.) what would THEY say were your strengths?

3b. What are your weaknesses? If I asked _____ (any reference given such as former manager etc) what would THEY say were your weaknesses?

4a. Give me an example or two of instances where you felt you were trained well.

4b. Give me an example or two of where you felt you were not trained well.

5a. Give 2 or 3 specific instances of when you were managed really well.

5b. Give 2 or 3 specific instances of when you were managed poorly.

6. If faced with a task or hob you do not want to do, how do you motivate yourself to do them anyway, and do them well?

7a. How do you set goals?

7b. How do you hold yourself accountable to meeting those goals?

8. Tell me about a time when you set a goal for your career and what you did to achieve it.

9. Tell me about a time in your personal life where you set a goal and what you did to achieve it.

10. Look back on a major accomplishment in your career. Tell me about it. What did you do? What were your major contributions? How did these contributions affect the outcome? What major lessons did you learn?

11. Look back on a major accomplishment in your life. Tell me about it. What did you do? What were your major contributions? How did these contributions affect the outcome? What major lessons did you learn?

12. If you were failing at a task, what would you do in order to complete it successfully?

13. Look back on a big mistake you have made whether it is in your personal life or career. Tell me about it. What did you do? What lessons did you learn? How did it impact you?

14. How do you relate to your co-workers or other members of your team?

15. How do you relate to your managers/supervisors?

16. What is your current relationship with your co-workers and managers/supervisors like?

17. Name 3 people in your life whom you look up to and admire? Why?

18. Who among your co-workers or employees have been performing very well? Why?

19a. What defines good work ethics for you?

19b. What defines bad work ethics for you?

20a. What kind of work environment do you thrive in?

20b. What kind of work environment do you not thrive in?

21. What are your career goals for the long-term?

22. Why are you a good fit for this position?

23. If you are not selected to fill this position, what will your next move be?

Role-specific questions:

Interviewer, ask 3 questions that relate specifically to the job position.

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