Sample Interview Questions

Biographical/ icebreaker
- Tell me about yourself.
- Tell me a little about why you choose to study your particular degree subject.
- Why did you choose to study at X institution?
- What are you currently enjoying about the course?
- What have you found the most challenging about your course?
- What aspects of the course will you find most useful in relation to the role you have applied for?
- What has been the motivation behind your academic decisions?
- What skills do you think you have learnt doing your degree that are important to this post?
- What do you consider to be your greatest achievement to date?
- What have you gained from your previous experiences that would make you useful to us?
- How do you spend your spare time?
- How did you balance your leisure pursuits with your studies?
- What are your key strengths/ weaknesses?

Motivation and sector awareness
- Why do you want to work for us (the organisation)?
- Why are you applying for this position?
- Where do you see yourself in five years time?
- What alternative careers / jobs have you considered?
- How do you feel about working overtime or irregular hours if required?
- How do you keep yourself informed about issues affecting our business sector?
- Give me an example of something you have read recently about our company. Why did this interest you and what do you think are the key issues?
- What do you see as the biggest challenge for our organisation in the future?
- If you were the CEO of our company, what changes would you make?

Behavioural / Competency Questions

Team work and interpersonal skills
- Think about a time when you worked as part of a team, tell me about what you enjoyed most.
- What would your team mates say you needed to improve about yourself?
- Give me a specific example of something you did that helped build enthusiasm in others.
- Describe a situation where you had to deal with someone who didn’t like you. How did you handle it?

Prioritising and organising
- Recall a time when you had to complete a complex project. What steps did you take to prepare for and finish the project? How happy were you with the outcome? What would you have done differently if given the chance?
- Describe a situation in which a number of things to be done at the same time. How did you handle it? What was the result?
- How do you determine priorities in scheduling your time? Give examples.

Problem solving, analysis and creativity
- Describe a difficult problem you had to deal with. How did you approach it?
- Can you give me an example of a situation in which you have had to analyse complex information in order to make a decision? How did you approach it?
- Tell me about a problem, outside your studies, that you found hard to solve. Tell me about a situation in which you had to perform background research before solving a problem. How did you use the research? How did you ensure you hadn’t missed something important.

Decision making and judgement
- Give me an example of a time you had to make an important decision on your own. How did you make it? How does it affect you today?
- Can you give me an example of a complex decision you have had to make and how you went about it?
- What is the best decision you ever made? How did you make it?
• What is the worst decision you ever made? Why did you make it? What would you do differently now if you had to make the same decision again?

Study and determination
• Tell me about a difficult situation when it was desirable for you to keep a positive attitude. What did you do?
• Have you ever undertaken something just to prove to yourself or others that you could do it?
• Describe a task that you completed that you didn’t enjoy. How did you motivate yourself?

Adaptability and initiative
• Describe a situation in which you had to change your approach to a task in order to complete it.
• Can you give an example of a situation when you have had to adapt to an unexpected change?
• Describe a situation when you have taught yourself a new skill in order to complete a task.
• Can you give me an example of any tasks or projects you started on your own?

Communication and negotiation
• Tell me about a time when you demonstrated good written communication skills.
• Tell me about a time when you demonstrated good oral communication skills.
• When was the last time you had to use your negotiation skills to get what you wanted?

Commercial awareness and customer focus
• Tell me about a recent business news story that you found interesting. Why?
• Can you give me an example of when you have done more than your duty in order to provide a good service to someone?
• What attributes do you have that would instil client confidence? Tell how you used them.
• What do you think will be the most important issues facing this sector in the next five years?

Leadership
• Give an example of your ability to motivate people.

Problem-based/ hypothetical questions
• What would you do if you were the marketing director of Disneyland Paris (Ad Agency)
• How would you persuade doctors to listen to you if you were a business manager (NHS)
• What would you do if you were a team leader and one of your colleagues is not pulling his / her weight?
• How would you deal with culture shock / loneliness? (JET Scheme)

Strengths-Based Questions
• What do you do well?
• What activities energise you?
• When are you at your best?
• When do you feel that you are most like ‘yourself’?

Technical Questions
• Give examples of how you would use your technical knowledge to solve this problem (Interviewer gives example)
• You are presented with a piece of equipment and asked to explain what it does