

Potential Interview Questions

General Interview Questions

- Tell me about yourself.
- What motivated you to apply for this position?
- How does this job fit into your career goals?
- Why should I offer you this position?
- Tell me something about you that isn't on your resume.

Behavioral Interview Questions Grouped by Skill

Adaptability

- Tell me about a situation in which you had to adjust to changes over which you had no control.
 - How did you handle it?
- Tell me about a time when you had to adjust to a classmate's or colleague's working style in order to complete a project or achieve your objectives.
- How was your transition from high school to college?
 - Did you face any particular problems? How did you handle them?
- Tell me about a challenging cultural experience you have faced.
- What do you think your biggest challenge would be adapting to this job?

Analytical Skills/Problem Solving

- How would you gauge your analytical skills?
- Describe the project or situation that best demonstrates your analytical abilities.
 - What was your role?
- Tell me about a time when you had to analyze information and make a recommendation.
 - To whom did you make the recommendation?
 - What was your reasoning?
 - What kind of thought process did you go through? Why?
 - Was the recommendation accepted? If not, why?
- Tell me about a situation where you had to solve a difficult problem.
 - What did you do?
 - What was your thought process?
 - What do you wish you had done differently?
- What steps do you follow to study a problem before making a decision? Why?
- What do you think are the most important components of presenting research results?

Communication

- Tell me about a recent successful experience in making a speech or presentation?
 - How did you prepare?
 - What obstacles did you face? How did you handle them?
- Have you ever had to "sell" an idea to your classmates or co-workers?
 - How did you do it?
 - Did they accept your idea?
- Tell me about a time in which you had to use your written communication skills in order to get an important point across.
- Tell me about an experience where you served as a liaison between two groups. What did you find rewarding about this experience, and what did you find challenging?

Creativity

- Tell me about a problem that you've solved in a unique or unusual way.
 - What was the outcome?
 - Were you happy or satisfied with it?

- Give me an example of when someone brought you a new idea that was odd or unusual.
 - What did you do?

Decision-Making

- Tell me about a time when you had to make a decision without all the information you needed.
 - How did you handle it?
 - Were you happy with the outcome?
- Give me an example of a time when you had to be quick in coming to a decision?
 - What obstacles did you face?
 - What did you do?
- What was the most difficult decision you've had to make?
 - How did you arrive at your decision?
 - What was the result?

Goal-Setting

- Give me an example of an important goal which you have set and tell me how you reached it.
 - What steps did you take?
 - What obstacles did you encounter?
 - How did you overcome the obstacles?
- Tell me about a goal that you set that you did not reach.
 - What steps did you take?
 - What obstacles did you encounter?
 - How did it make you feel?

Initiative

- Describe a project or idea (not necessarily your own) that was implemented primarily because of your efforts.
 - What was your role?
 - What was the outcome?
- Describe a situation in which you recognized a potential problem as an opportunity.
 - What did you do?
 - What was the result?
 - What do you wish you had done differently?
- Tell me about a project you initiated.
 - What did you do? Why?
 - What was the outcome?
 - Were you happy with the result?
- What was the best idea you came up with during your professional or college career?
 - How did you apply it?

Integrity/Honesty

- Discuss a time when your integrity was challenged.
 - How did you handle it?
- Tell me about a time when you experienced a loss for doing what is right.
 - How did you react?
- Tell me about a business situation when you felt honesty was inappropriate.
 - Why? What did you do?
- Give a specific example of a policy you conformed to with which you did not agree.

Interpersonal Skills

- Give an example of when you had to work with someone who was difficult to get along with.
 - How/why was this person difficult?
 - How did you handle it?

- How did the relationship progress?
- Describe a situation where you found yourself dealing with someone who didn't like you.
 - How did you handle it?
- Describe a recent unpopular decision you made.
 - How was it received?
 - How did you handle it?
- What, in your opinion, are the key ingredients in guiding and maintaining successful business relationships?
 - Give me examples of how you have made these work for you.
- What do you think are some of the most important concepts of mentoring?

Leadership

- Tell me about a team project when you had to take the lead or take charge of the project?
 - What did you do?
 - How did you do it?
 - What was the result?
- What is the toughest group that you have had to get cooperation from?
 - What were the obstacles?
 - How did you handle the situation?
 - What were the reactions of the group members?
 - What was the end result?
- Tell me about two leadership skills you gained through your experience as a member of (student org) that would help you be successful in this position.

Planning/Organizing/Time Management

- Describe a situation that required you to do a number of things at the same time.
 - How did you handle it?
 - What was the result?
- How do you prioritize projects and tasks when scheduling your time?
 - Give me some examples.
- Please tell me about your experience with long-term planning and the implementation of those plans.
- What is your approach to meeting project deadlines?
- How would you describe your organizational style?

Teamwork

- Describe a situation where others you were working with on a project disagreed with your ideas.
 - What did you do?
- Tell me about a time when you worked with a classmate or colleague who was not doing their share of the work.
 - How did you handle it?
- Describe a situation in which you had to arrive at a compromise or help others to compromise.
 - What was your role?
 - What steps did you take?
 - What was the result?
- Tell me about a time when you had to work on a team that did not get along.
 - What happened?
 - What role did you take?
 - What was the result?

Industry Specific

- What finance-related skills do you think are your strongest? What do you hope to improve upon?
- What laboratory skills do you think are your strongest? What areas would you most hope to work on?
- What teaching skills would you consider to be your strongest? What areas would you like to improve upon?

Common Follow-Up Questions

- What steps did you take?
- What action did you take?
- What happened after that?
- What did you say?
- How did he/she react?
- How did you handle that?
- What was your reaction?
- How did you feel about that?
- What was the outcome/result?
- Were you happy with that outcome/result?
- What do you wish you had done differently?
- What did you learn from that?
- How did you resolve that?
- What was the outcome of that?
- Why did you decide to do that?
- What was your logic?
- What was your reasoning?
- Where were you when this happened?
- What time was it?
- Who else was involved?
- Tell me more about your interaction with that person.
- What was your role?
- What obstacles did you face?
- What were you thinking at that point?
- Lead me through your decision process.
- How did you prepare for that?
- Why?
- How?
- When?
- Where?