

# Careers and Employability Service

## Typical Interview Questions

There are many questions that could be asked at interview however they can be classified into types:

- Generic interview questions
- Strength based interview questions
- Situational or Competency based interview questions
- Specialist or Technical interview questions

Use this document to prepare and practice how you would answer some of the more typical interview questions. To structure your answer we would recommend that you consider using the STAR/CAR Technique where appropriate.

**Context** – Describe the *situation* and *task* you were faced with, when where and with whom...

**Action** – What action did you take? Focus on your individual contribution...

**Result** – What results did you achieve? What conclusion did you reach? What did you learn from the experience...

### Generic interview questions:

- Tell me about yourself.
- Why do you want to work here?
- What attracted you to this position?
- What do you know about our company?
- Where else have you applied?
- How would your friends/family describe you?
- If your previous colleagues were here, how would they describe you?
- Who are our major competitors and what differences do you notice?
- What are your career goals and how does this position fit those?
- Explain to me why I should hire you.

### Strength based interview questions:

- What are your strengths?
- What are your weaknesses?
- What has been your biggest achievement?
- Why should we employ you?
- What relevant experience do you have?

- What can you offer that others can't?
- What have been your main achievements?
- What motivates you?

#### **Situational/Competency interview questions:**

- How do you react under pressure?
- When were you involved in confrontation and how did you resolve this?
- Has anything ever irritated you about the people you've worked with and how did you handle this?
- How have you utilised feedback to improve your performance?
- Tell me a suggestion you have made that was implemented.
- Tell me about a time when...
  - you led a team to success.
  - you demonstrated resilience.
  - you were innovative.

#### **Specialist/Technical interview:**

- What impact do you think the Legal Services Act will have on City firms?
- What would be the effect on the GB economy if the Euro disappears?
- What are the main disadvantages of off-shore wind farms?
- Explain the essential differences between 3 and 4G technology

#### **Peculiar Questions:**

Some interviews may have some strange questions designed to test your logic, reasoning or moral values

- How many basketballs could you fit in this room?
- What would you do if you inherited a pizzeria from your uncle?
- A friend is seriously injured and you're driving them to hospital. Do you speed through a red light?
- On a scale of one to ten, how strange are you?
- Would you rather be liked or feared?
- What would you want written on your gravestone?
- Would you rather work for money or job satisfaction?