

EXAMPLE INTERVIEW QUESTIONS

isme
PEOPLE

Below are a collection of interview questions that you may choose to ask candidates, or that can be used as examples for you to formulate your own questions.

What do they bring to the table

- What are your strengths? / Of these which is your greatest strength?
- What are your weaknesses? / Which do you believe is your greatest weakness?
- Why should we hire you?
- What's your management style?
- What would your direct reports say about you?
- What skills could you bring to the job?
- What would be your plan in the first 30/60/90 days?
- What can you bring to this company?
- What makes you unique?
- What does good service look like to you?

Achievements:

- What are you most proud of in work?
- What are you most proud of personally?
- What are some of your achievements?

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Behaviour:

- How do you handle pressure?
- What winds you up?
- Do you prefer to work alone or in a team?
- How do you keep yourself organised?
- How well do you deal with change?
- Describe yourself?
- Tell me about a difficult situation at work that you have had to handle?
- What do you like most about yourself?
- How do you handle conflict at work?
- What is your ideal working environment?
- How would your colleagues describe you?
- How would your friends describe you?
- How do you define success?
- What qualities make a good leader?

Aspirations:

- What is your career plan?
- Where do you see yourself in 5 years time?
- What are the areas you wish to improve in?
- What is your dream job?
- What are your career goals?

Knowledge of the business/role:

- Why are you interested in working here?
- What do you know about this role?
- What do you know about our business?
- What research did you do into our business?
- What is the story of our business?
- What do you know about our industry?
- What interests you about this role?

Past work:

- Why did you leave your last role?
- What has been your biggest work lesson so far in your career?
- Explain your journey so far?
- What were your last managers strengths and weaknesses?
- What will you miss about your previous job?
- Describe a time you went above and beyond at work?
- Describe a time you have had to give someone difficult feedback?
- What has been the most rewarding experience in your career so far?
- Describe a time when your manager was wrong, how did you handle the situation?
- Tell me about a time you made a mistake?

Their life, personality and motivation:

- What did you want to be as a child growing up?
- Who is your biggest inspiration?
- Tell me about a time you have stood up for what you believed?
- What gets you up in the morning?
- What do you enjoy doing outside of work?
- What are you passionate about?
- Who are your heroes?
- What is your favourite childhood memory?
- Describe a time you went out of your way to help someone?
- What motivates you?
- Talk to me about your education, what did you enjoy?
- What is your greatest fear?
- What is your biggest regret?

Miscellaneous questions:

- Are you willing to travel?
- Are you willing to relocate?
- Talk me through your CV.
- Do you have any questions?
- Are you overqualified for this role?
- How did you hear about this position?