



MODULE 9

Interview Behavioral Q&A 02

Traditional interview questions

16 You seem overqualified (or underqualified).

You did get invited to the interview so when the interviewer raises the issue of over and under qualification, consider this a test.

Actually it can be a blessing if the interviewer raises the issue because you then have a chance to address the concern head-on. It is more frustrating when the issue was never raised in the interview and you get a letter telling you that they have filled the position with someone “more suitably qualified.”

Make sure that, somewhere in every interview, you include answers that will address these potential objections even if they are not verbalized.

Traditional interview questions

- 17** Are you willing to work overtime or work at office premise as this position does not allow WFH?

Most companies need people who can work overtime or work at office premises when it is necessary. However, this is an excellent opportunity for you to point out your organizational skills and your ability to get most work done within the required time frame and at office premise or WFH.

- 18** Are you ambitious?

The answer must be YES. But don't scare the interviewer. Qualify your answer. "When I have become totally familiar with the company culture and mastered the job we are discussing, certainly I would want to be promoted when an appropriate opening occurs," you might state.

Traditional interview questions

- 19** What is the last book you read? Or, movie you saw?
Or, trade journal you read?

Some interviewers like to depart from asking all traditional questions. They believe the answers to the above questions reveal another side of the applicant. Such questions force you to think quickly on your feet.

- 20** What do you see yourself doing five years from now?

This question probes your personal and professional goals and intentions of staying with a company if hired. Point out that you want to put to good use the benefits of your experience, expertise, commitment to performance, excellence, mentoring skills, etc. Share your desire to grow in knowledge, experience, and as a person. Show confidence that the future will take care of itself.

Traditional interview questions

21 Why have you changed jobs so frequently?

Accentuate the positive aspects. “Each change was a promotion in responsibility, earnings and personal growth,” and/or “I’ve learned much from each assignment and am prepared to now make a career commitment in applying my considerable knowledge.” Make the point that your moves were voluntary, if they were, and that your performance never was a question.

22 How many people have you supervised?

This question tests your depth of experience and level of responsibility. Be honest. If you haven’t supervised, say so, but add that “I recognize the importance of the responsibility and welcome the prospect of supervising others” – if that is true.

Traditional interview questions

21 Why have you changed jobs so frequently?

Accentuate the positive aspects. “Each change was a promotion in responsibility, earnings and personal growth,” and/or “I’ve learned much from each assignment and am prepared to now make a career commitment in applying my considerable knowledge.” Make the point that your moves were voluntary, if they were, and that your performance never was a question.

22 How many people have you supervised?

This question tests your depth of experience and level of responsibility. Be honest. If you haven’t supervised, say so, but add that “I recognize the importance of the responsibility and welcome the prospect of supervising others” – if that is true.

Traditional interview questions

- 23** Describe the major accomplishments of your last position.

Resume preparation is very helpful here. Read your resume before every interview. Pick three accomplishments relevant to the job for which you are interviewing, and address the problems you faced, the action you took and the results of that action.

- 24** Will you be able to travel and if so, how much?

If travel is a requirement of the job, you should know that before the interview. If it is a problem, you must be candid with the company before you schedule the interview.

If the question is unexpected, be honest with your limitations, but don't rule out the job until you have had more time to think things through.

