



MODULE 10

Behavioral -based Questions

Behavioral interview questions

Many employers are moving away from a resume-driven style of interviewing to a behavioral format. Behavioral interviews are very probing in nature and are based on the concept of “predictable future behavior.”

In other words, what you have done in the past strongly suggests what you will do in the future.

Navigating these interviews successfully requires that you know yourself inside and out. This will require a lot of introspection on your part.



Behavioral interview questions

You must be able to:

- Know why you made the decisions that have brought you to this point in your life.
- Explain and defend your decisions.
- Provide concrete, specific examples of where you have demonstrated the proficiency employers are seeking.

Behavioral Questions Example

- How have you demonstrated initiative?
- How have you motivated yourself to complete a task that you did not want to do?
- Think about a difficult boss, professor or other person. What made him or her difficult? How did you successfully interact with this person?
- Tell me about the riskiest decision that you have made.
- Can you tell me about an occasion where you needed to work with a group to get a job done?
- Describe when you or a group that you were a part of was in danger of missing a deadline. What did you do?
- Tell me about a time when you worked with a person who did things very differently from you. How did you get the job done?
- Describe your three greatest accomplishments to date.
- Tell me about a situation when you had to learn something new in a short time. How did you proceed?

Behavioral Questions **Example**

- Can you tell me about a complex problem that you solved? Describe the process you utilized.
- Tell me about a challenge that you successfully met.
- What leadership positions have you held? Describe your leadership style.
- Summarize a situation where you successfully persuaded others to do something or to see your point of view.
- Give an example of when your persistence had the biggest payoff.
- Describe a situation where work and personal activities conflicted. How did you prioritize? How did you manage your time? What was the outcome?
- How have you most constructively dealt with disappointment and turned it into a learning experience?
- Describe a situation in which you effectively developed a solution to a problem by combining different perspectives or approaches.

STAR Response Technique

Situation or Task

Describe the situation that you were in or the task that you needed to accomplish.

You must describe a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event.

Action

Describe the action you took and be sure to keep the focus on you.

Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team.

Do not tell what you might do, tell what you did.

Results

What results did you achieve?

How did your efforts benefit your company? What did you learn?

Write YOUR STARS

1

Leadership

2

Time
Management

3

Handling
Pressure

4

Deal with
conflict

5

Creative
Thinking

6

Quick Learning