



Behavioural Interview Questions for That Perfect Job

Behavioral Based or Situational Interview Questions

Behavioural based questions are based on the widely held belief that past performance and behaviours are the best predictor of future performance. These are the “Tell me about a time when...” type of questions. Here is how you can prepare and respond to these types of questions:

- 1) Determine your skills and strengths and tie them into actual experiences which exemplify each one. Give details and specifics to the interviewer.
- 2) Understand the job description and recall specific actions and behaviors that address the required skill.
- 3) Avoid vague proclamations of skills. Small, precise actions and behaviors are more important than unsubstantiated claims of job success.
- 4) Structure your responses in the following format: Problem – Action – Results. What was the problem or circumstance, what action did you take, and what was the result or outcome?

Tell me about a time when you...

1. ...worked effectively under pressure
2. ...handled a difficult co-worker
3. ...were creative in solving a problem
4. ...missed an obvious solution to a problem
5. ...did not meet a deadline on a project
6. ...persuaded team members to do things your way
7. ...made a bad decision
8. ...were rewarded based on your performance
9. ...set your sights too high or too low
10. ...had to deal with an irate customer
11. ...had to make an important decision with limited facts
12. ...were forced to make an unpopular decision
13. ...were put in a role of leadership
14. ...were disappointed in your performance
15. ...saved your employer time or money
16. ...wrote a report that was well received
17. ...displayed your team playing abilities
18. ...got bogged down by a project
19. ...surmounted a major obstacle
20. ...disagreed with something a supervisor asked you to do. How did you handle it?
21. ...lost your cool at work

If you are asked a situational question and you can't think of an example, ask for clarification. It is important to be honest, never make up an answer or lie about your experience.