Sample Behavioral Questions

1) Tell me about a challenging situation you faced.
2) Describe a time when you were part of a particularly difficult team. What was the situation? What role did you play? How did you handle it? And, what was the outcome?
3) Give me an example of a time when you successfully worked within a team. What was your role? What was the outcome?
4) Tell me about the last time you had to take the initiative to move a project forward. What happened?
5) Tell me how you reacted to feedback on one of your projects/responsibilities that wasn’t going as well as others had expected. Who was providing the feedback?
6) What have been your major successes and accomplishments? How did you achieve those?
7) What is your major weakness (or an area of development)? Another one?
8) Tell me about a time when you missed an obvious solution to a problem at work.
9) Describe a time when you have had to influence the actions or decisions of more senior people, yet did not have the authority to dictate the behavior. How did you handle it? What was the outcome?
10) Give me an example of a leadership role you have played in an event, meeting, presentation, or project, when everything did not go as planned. How did you handle it? What was the outcome? What did you learn from this experience? What might you do differently next time?
11) What was the most difficult decision you’ve ever had to make?
12) Discuss a major setback that you have had to overcome.
13) Describe a problem/situation where you had to seek out and prioritize relevant information. How did you define key issues, decide which steps to take to achieve the desired results, and gain approval to implement them?
14) Tell me about a time when you have successfully resolved a conflict. What was your role in the situation? How did you handle it?
15) Give me an example where you sought out a problem to solve because it represented a challenge for you.
16) What motivates you?
17) Give me an example of a creative or innovative idea you have had recently. What was the context? What made your idea innovative? What did you do with this idea? Where does it stand today?
18) How do you stay abreast of industry/functional news?
19) Describe a project in which you went beyond what was expected of you.
20) Give me an example of how you assessed a situation and achieved good results by focusing on the most important priorities. How did you determine what the priorities were? What was your strategy and plan to achieve the desired outcome?
21) Tell me your biggest regret.
22) Is there anything else you would like to tell me about yourself.