

TRADITIONAL INTERVIEWING

In addition to behavioral and situational questions, you should also be prepared to answer traditional interview questions. At a minimum, be prepared for the following questions.

“Tell me about yourself.”

This question is not designed for you to walk the interviewer through your resume. They already have that information and will ask you to do so if that's what they want. Use this question as an opportunity to share unique qualities about yourself that will give the interviewer some insight into you as a person and how your qualities will allow you to have success in the role.

“What have your accomplishments been?”

Everyone wants to hire someone who will accomplish great things for the organization. Choose one or two outstanding accomplishments and tell the story. Describe what the existing problem was and how you delivered a solution. Describe what the solution meant to the organization in terms of money saved, time saved, or better results made possible.

“What are your strengths?”

Choose professional strengths and present those first. In the interviewer's mind, professional qualifications take precedence over a personality fit.

“What are your weaknesses?”

Choose one weakness from the past that you've worked on and improved and discuss the improvement process, specifically what steps you took to address the weakness.

“Where do you see yourself in five years?”

Stay away from title statements like, “I'd like to be a X.” Talk about experiences you'd like to have. Be sure to include the employer you're interviewing with. Employers look at new hires as investments and they are looking to make a long term one with their hires.

“What are your compensation requirements?”

When practical, mention your current earnings and leave the asking salary open. A position should be assessed as a “package” wherein the reputation of the company, the mission of the company, the technical environment, the professional environment, opportunities for development and benefits should be weighed. Indicate this kind of broader thinking, so the interviewer will be clear that it isn't only about money.

Additionally, try to imagine what other questions might arise and prepare your responses. Going into an interview, you should have a portfolio of organized responses you can mentally access in the moment. If you are asked a question for which you have not prepared, don't panic. Ask the interviewer for a moment to think and take up to 60 seconds to organize your thoughts, and then deliver your answer. Your interviewer will appreciate a well thought out answer.