**Introduction**

**What are your strengths?**

1. **What are your weaknesses?**

1. What are your key Strengths & Weakness?

2. What are your greatest achievements?

[How to Answer " What Is Your Greatest Achievement" With Sample Answers (naukri.com)](https://www.naukri.com/blog/how-to-answer-what-is-your-greatest-achievement-with-sample-answers/#:~:text=%20How%20to%20answer%20%E2%80%9CWhat%20is%20your%20greatest,had%20occurred%20in%20the%20recent%20past...%20More%20)

3. What are your future goals?

1. You can learn a new skill.
2. You can strive to be the top performer every month.
3. You can work towards a leadership role.
4. You can become a subject matter expert (SME) on a particular subject.
5. You can work on building a large network or expanding the network you already have.

“What are your career goals?” example answers

Start off with your short-term goal, discussing how it is relevant to the company. Then, transition into your long-term goal. This style of answering will show the hiring manager how you'll be valuable to their team. Here are some sample answers to get job seekers started:

*“As I went through the company's website, I realized that we have shared visions. My short-term goal is to be partnered with a company that treats customers like more than a dollar sign. Ultimately, I strive for a role that increases my level of responsibility, especially if that includes coaching and mentoring staff. By earning a leadership role, I will be able to shoulder some of the burdens your current leaders take upon themselves.”*

*“I have a passion for learning new things. I know that this company is dedicated to staying on top of the latest technological advances. In the short term, I'd love the opportunity to learn what the people here know. That way, in the future, I can offer myself as a subject matter expert on one or more topics to help guide less experienced team members.”*

*“Since I am new to the working world, my short-term goal is to build up my network. I know that will take some time. However, once I've built that larger network, I can leverage those relationships to build partnerships with experts. Through those partnerships, we can build more value for our customers.”*

4. On a scale of 1-10, how would you rate yourself on grounds of your skills required for this position?

What do you think about improvement areas?

*“When it comes to areas of improvement, I would say applying my skills in a professional environment is my current challenge. I’m actually seeking out my first position in this field and, while my education did give me a chance to use some of my skills in a practical manner, I recognize that actual work environments are different. My lack of exposure means I may need more time to get my footing in my first workplace.*

*However, since I’m aware of that challenge, I believe that puts me in a good position. I’m willing to learn what is necessary to make sure I meet expectations as I launch my career, ensuring that I’m able to grow in a direction that best suits my first employer.”*

1. *"One of my career goals is to take a leadership position in my organization, so I want to improve my leadership skills. Specifically, I want to get better at speaking in front of large groups and motivating teams. I plan on completing a leadership certification to improve in this area."*

### Example 2

1. Here's an answer that focuses on presentation skills:
2. *"I'm confident with my ability to write reports, but I have had little practice presenting them. I'd like to improve my public speaking skills so I can give confident and effective presentations. To begin developing my skills, I've started reading books about public speaking."*

6. What have you done to improve yourself?

**An example of how to best answer this question for experienced candidates:**  
"I wanted to expand my technical skills in working with the Microsoft Office Suite, specifically in developing better skills working with Excel. However, there were no courses offered at my university which covered anything beyond the basics. So I enrolled in an online Microsoft certification course, which I have already completed. I’m also adding in other technical skills including programming classes which I’m working on currently. I noted that these are important skills for this job and I want to make sure I am prepared to be productive on day one…"

**An example of how to best answer this question for entry level candidates:**  
"I’m currently studying for my certification exam for my industry. I have completed all of the online coursework and have already passed two of the required four exams. I am scheduled to take the third exam next week and the fourth and final exam next month. This will coincide with my completion of the industry experience requirements, so within a month I expect to be certified…"

**An example of how you should not answer this question:**  
"I did take some courses through my work since they were offered for free and I was required to take at least one. I chose a course that was taught in Vegas, since I thought it would be fun to party at night while doing the classes during the day

7. Was your work ever criticized? What did you do?

Not being able to perform well on certain things is not a problem. The purpose here is to see what did you do about your poor performance? Were you able to analyse the reasons for your poor performance? How did you deal with them?  
  
A person who can assess his own performance is a great asset for a manager. Discuss about how you analysed your performance and took corrective actions – to answer this question.  
  
You can face moments when your work will be criticized but you have to remember that only those who work can make mistakes. The main purpose of this question is to see your attitude when you are criticized and how you deal with it. If you face this question and you have been in a situation where your work was criticized, tell a bit about it and then tell the interviewer the way you dealt with it - if you think that there can be a better approach to what you are doing, evaluate it and accept it. The most important thing is to remember that you do not lose your cool on hearing negative remarks about yourself

8. Did you face any problems in your last role?

## Example Work Answers To “Describe A Challenge You Overcame”

“There was a situation at one of my previous jobs where a few of our managers were let go. And I was quickly given a promotion into one of their positions. Soon after, I was asked to let another colleague of mine go. It was something I’ve never done before. When I sat down with the colleague, I told them that this was the first time I’ve ever had to do this. And that it was quite difficult for me. But I had to let them go. They understood. They appreciated my honesty and recognized that it was simply a layoff and not a termination. It was a wonderful experience for me.”

“A few positions I’ve had previously, I needed to communicate to a colleague that I was having a difficult time learning how to do great work at the company. This was difficult for me to admit. I always felt like I should be the one who knows the most. The more I fought my anger and frustration for not knowing how to accomplish certain tasks, the more difficult the situation as a whole became. I realized one day that if I changed a few of my habits, my work could improve, but my overall happiness in the position could improve. From that day forward, I started making sure I asked my colleagues for assistance when I needed it.”

9. Do you prefer to work alone or in a team?

Similarly, if you feel that working with teammates in past experiences helped you achieve something or perform more effectively in your job, share that example with the interviewer. Here's an example:

*"I feel that both teamwork and independent work situations come with their advantages and disadvantages. For instance, in my last workplace, some of the software development projects I worked on required extreme concentration and focus, but since we were completing different stages of the project in small groups, finding the time and space to focus independently was somewhat of a challenge. However, working as a team allowed us to complete many aspects of the project through group collaboration and integrating solutions fr*I work in a team because a team can make different things but one people have one idea and a team has many ideas

And also ekta me bal hota h

**Mr Ashish (B- tech)**

I am comfortable working alone and in a group depending on the situation. If the task is easy enough to tackle on my own without requiring collective brainstorming, I am happy to work on my own. However, if the assignment is a high priority one or is too much for one person to handle, I welcome working with a team to tackle the project together. In my experience, most projects require a combination of independent work and brainstorming depending on their various elements.

**Miss Easy (MBA in HR)**

In an organization.. Team work is best way to achieve goal. It’s including every individual labor and emotions.. In my point of view it’s a best way to learn something as a team and its full of adventures.

**Mr Papu (B-tech)**

According to me, I would like to work in team because   in team everyone helps to each other to achieve the goal.

**Mr Khan(Graduate)**

Sir i believe my own and i think its depends self one idea change our country its a good platform to prove my ability

**Mr Alok Sahoo**

I always prefer work in team because by teamwork we can achieve more things. Sometimes work alone it’s creating your identity & capability.

**Mr Soubhagya (MBA)**

I believe in teamwork rather than work alone & in team I can get more valuable ideas which will be more profitable for me and I can share my thought with others as well and can get through someone’s acknowledgement so.

**Mr Biswajit**

I feel that having multiple brains working toward the same was very beneficial.

*om everyone's unique perspectives and talents."*

10. How do you handle stress?

## Putting It All Together

Every job is going to have some stress involved, and everyone ends up getting a little stressed out every now and again. Part of what makes you the perfect candidate and will help set you apart from other job seekers is understanding how to leverage that stress to your advantage. By not letting tough situations shut you down and still being able to complete tasks to the best of your ability regardless of the stress you’re under, you’re showing a hiring manager that you’re a professional and ultimately…the best candidate for the job.

eam can be a problem as not everyone feels that way. When I know there’s a stressful situation or a task that’s causing my team some anxiety, rather than expect them to deal with it like I do, I prefer to seek them out individually and check in with them about their concerns and how they’re handling the workload. A few months ago, we had a big [*project*](https://theinterviewguys.com/project-manager-interview-questions/) come through that meant a lot to the company. We divided up the project and I assigned parts to each of my team members. At first things were going well, but then I noticed a serious slow down in productivity. This meant things were piling up and I started to get stressed about the fact that we were falling behind, and I was afraid we wouldn’t reach our deadline. I went to each team member and spoke with them individually, trying to see where the slowdown was happening. I found that one person on the team had accepted a task they were struggling with. The team member and I put in some extra hours working on that task together and managed to bring the whole project back on schedule. Not only were we able to meet our deadline, but the team member who was struggling got some valuable training during our one on one time and we’ll be able to avoid future slowdowns if we find ourselves in a similar situation again. I’ve also made sure to let all my members know that I have an open door policy and to always come to me when they’re struggling. A good team is one where everything is well balanced, and that

11. How important is work-life balance to you?

## ****HOW HR TEAMS CAN HELP WITH WORK-LIFE BALANCE:****

### ****MAINTAIN OPEN AND REGULAR COMMUNICATIONS****

With most of us now working at home at least some of the week, it's important to help your teams maintain social interactions with their colleagues and the wider business.

Now, the important thing to remember here is that it shouldn’t be to be virtually checking in to make sure your teams are working and only talking about work. Sharing good news stories, tips on maintaining positive physical and mental wellbeing and positive news from within the business can all help your people still feel part of the team wherever they're based.

### ****ENCOURAGE DOWN TIME****

One of the main downsides to working from home is the fact that people will be bringing work into their home environment. Whilst maintaining a regular work routine  can help maintain positive mental wellbeing, it can become all too easy for work to start dominating home life.

This can start by perhaps just responding to work emails outside of regular hours, or maybe dealing with work issues when you’re on leave or away on holiday. With your work life now readily accessible and potentially lingering over you 24/7, it’s important that you encourage your people to keep their work and personal lives as separate as possible – after all, everyone needs regular downtime to unwind and relax!

Of course, there will always be occasions when your people need to deal with work-related matters outside of regular hours. You can help limit the impact on their lives and support that healthy work-life balance by giving time back in return – be it a morning off, early finish or extra leave.

### ****CONSIDER FLEXI-TIME****

On the subject of time, according to research from global recruitment firm Workplace Trends, [87% of HR leaders](https://www.fastcompany.com/3041908/the-future-of-work/the-surprising-gap-between-work-life-balance-beliefs-and-reality) found that flex-time policies improved employee experience in their organisations and that 7 out of 10 hiring managers encouraged using it as a recruiting tool.

Flexi-time is a benefit which goes beyond a monetary reward. It can lead to healthier work-life balances for everyone in your business and also help your people to work at times which really works for them – meaning they are [more likely to be at their productive, engaged best](https://marketing.sodexoengage.com/everything-hr-needs-to-know-about-employee-engagement).

### ****GIVE ACCESS TO PROFESSIONAL MENTAL HEALTH SUPPORT****

Finally, positive mental health is the foundation to successful company cultures. If your employees are under pressure or encountering heightened levels of mental stress, they may need more professional support to help get them through more challenging times.

An [Employee Assistance Programme](https://www.sodexoengage.com/employee-assistance-programme) can give your people access to professional mental health counsellors and support when they need it most. At the very least, they can offer people a safe and confidential space to talk through their problems and speak to someone via phone or email 24-hours a day, 365 days a year.

## HOW WE CAN HELP YOU SUPPORT YOUR TEAMS WITH A GOOD WORK-LIFE BALANCE:

Helping support your employees' wellbeing helps in two ways: Firstly, a healthy and happy workforce will be better placed to tackle the challenges your business faces. Secondly, you'll be sewing the seeds of a positive company culture - a critical part of any successful organisation.

12. In case you have two offers in hand how will you choose one?

n this situation, you might say something like, “I’m so excited we’ve gotten this far in the interview process, and I’m confident I can make a strong contribution to the team. But, I do want to let you know that another company has offered me a job. I would *truly* rather work for you, but the other company has asked I make a decision by X date. Is there any chance you might arrive at a decision about my candidacy by or before that date? I’d appreciate it.”

The second reason you might reveal you’ve received another offer is as a tactic during a salary or [benefits negotiation](https://www.glassdoor.com/blog/benefits-you-can-negotiate/). If the other company’s offer gave [better benefits](https://www.glassdoor.com/blog/guide/how-to-negotiate-your-salary/) or more pay, you can ask the company you’d like to work for to match (or beat) it in its own offer.

Try something like, “I want to be transparent in that I’ve been offered another job. This job with your company is my top pick, and I am so very excited about this opportunity. But the other company’s offer includes X pay/benefit. So, is there any wiggle room in your offer to match that pay/vacation time/other added benefit? If so, I would really appreciate it.”

But both these tactics come with some risk: You could certainly offend a recruiter or their company, who could decide to not give you an offer—or even rescind the one they gave.

However, if you’re polite and respectful in your approach, a recruiter could value your honesty—and a company may even view you more favorably because you’re in demand.

## How to Negotiate the Salary

As we mentioned above, you may decide to use your other offer or offers to negotiate your salary and benefits. However, there are other tried-and-true ways to get a better salary.

First things first: In order to [negotiate your salary](https://www.glassdoor.com/blog/guide/how-to-negotiate-your-salary/), you have to know your worth. You can use Glassdoor’s [Know Your Worth](https://www.glassdoor.com/Salaries/know-your-worth.htm) tool, which gives you a personalized estimated market value, what others in your field are being paid, and available job listings. Once you have a ballpark for your market worth, you’ll be able to compare it with what the average salary for the position (or positions) for which you’re vying, using the research in the negotiation.

Consider [other benefits you can negotiate](https://www.glassdoor.com/blog/benefits-you-can-negotiate/), too, in addition to your salary, such as vacation time, PTO, bonuses, and more. These things can add a lot of value to your ultimate offer.

Then, be sure to practice your negotiation at least once—if not twice—before you do it for real. Find someone to listen to your [proposal for a salary increase](https://www.glassdoor.com/blog/how-to-negotiate-salary/), so that you can feel the cadence of [your speaking points](https://www.glassdoor.com/blog/salary-negotiation-scripts-for-any-job/) out loud in a conversational setting. Much of a successful negotiation boils down to feeling comfortable and [practiced](https://www.glassdoor.com/blog/salary-negotiation-scripts-for-any-job/)—and, of course, confident.

## How to Decline a Job Offer

You can’t accept all the jobs you’ve been offered. So, [how do you say no](https://www.glassdoor.com/blog/guide/how-to-decline-a-job-offer/) to the other ones?

Most people choose to[turn down a job offer](https://www.glassdoor.com/blog/guide/how-to-decline-a-job-offer/) over email, which in most cases is perfectly fine. But, if you really want to go the extra mile, try calling the company. While it’s not for everybody, a phone call offers a more personal touch—and it can also help you avoid the unfortunate miscommunications that sometimes arise from written messages. Also, putting in a little extra effort shows respect for the amount of time and resources the company took in interviewing you. Calling shows you care and are thankful and grateful for their time.

You may be hesitant to [explain why you’re turning the job down](https://www.glassdoor.com/blog/just-say-no-job/), but doing so will keep the company from wondering what went wrong, and may even help them improve their hiring process moving forward. Be careful with what exactly you share, though. Something too blunt, such as, “The hiring manager was a jerk,” won’t go over well. However, saying, “I really connected with the team at the other company I was interviewed with” is

1. What holds more importance for you: work or money?
2. he best answer is to put things into perspective. Money IS important — highly important — after all, no one works for free, but enjoying your work, your co-workers, and boss rank higher. We all know people, perhaps you’ve been in this same circumstance, who were highly paid but despised their job. You don’t want to find yourself in that position but at the same time, you don’t want to love your job but have to work 2 or 3 of them to put food on the table and live the lifestyle you want.
3. Example: “My honest answer is that it depends on the money and the work. Obviously there are positions I wouldn’t do no matter the pay, but others I would consider on a volunteer basis. In reality, though, I don’t think a strong compensation package and enjoyable work are mutually exclusive. My desire is to work in a field that offers me not only the challenge of growth and personal development, but professional development as well. Based on what I’ve learned about this open position at your company, I believe I’m an ideal fit.”

* 14. What makes you uniqu *“My natural ability to organize effectively makes me unique. In my previous role as an administrative assistant, I came up with a plan to reorganize the office supply closet by category. Because items were easier to find, we placed fewer orders and saved 30% on office supplies year-over-year.”*
* *“What makes me unique is my ability to easily empathize with and relate to people. This skill helped me in my previous role as an account executive in charge of prospecting new accounts. Because I was able to quickly identify and understand their pain points and challenges, I was able to establish trust and build relationships—both of which drove me to consistently exceed my quota.”*
* *“What makes me unique is my experience of four years in retail. Because I’ve had first-hand experience fielding shoppers’ questions, feedback and complaints, I know what customers want. I know what it takes to create a positive consumer experience through marketing."*

Everyone has something special that makes them an ideal candidate for a job. By identifying your unique strengths and composing your talking points before your interview, you can be prepared to communicate why you’re a great fit for the job.

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15. Tell me about the toughest decision you had to make in the last six months?

*"As a freelance graphic designer, one of the hardest choices I made was choosing to end a relationship with a client. Their projects made up a significant portion of my regular income, and I appreciated the opportunity to grow my portfolio with their requests. However, they continually disrespected my professional boundaries by asking for free content, suddenly moving up project deadlines and making unauthorized changes to my designs. Although I wanted to find a way to please this client, I realized our relationship was unfair to myself and my other clients.*

*I informed the client that after the current project I would no longer be able to provide them with my services, and I stuck to my convictions when they offered a higher pay rate. The decision allowed me to spend more time attracting other clients and diversifying my business."*

### Example 4

*"When I worked at the library I launched a teen program series that did not get the expected attendance and audience satisfaction rates. After making several adjustments, I had to decide if I was going to see the project through to completion or terminate it early and redirect the library resources to other programs. After talking to my mentor and researching the programs that neighboring libraries offered, I made the challenging choice to end my project, applying the lessons I learned from the failure to improve other initiatives.*

*Looking back, I'm glad that I chose to end the project, even though I had a personal stake in its success. We were able to use that program's* *time block to expand one of our most popular programs and increase our reach in the community over the summer instead of losing valuable time leading up to the school year."*

if you are offered a job/position in this comapny & also by another company, which one will you choose?

is it better to be perfect and late ,or good and on time ?

Intro

What are your role & responsibilities

What makes you want to join NS ?

How is your journey so far?

What are you learning till now?

How many HR mocks are given?

What are the learnings from your mocks?

Strengths & weaknesses

Task Given

Where do you want to see yourself in the next 2 yrs?

What are the 3 best qualities you have?

What are 3 things you are looking from your job?

What makes you uniques compared to others

Difficult situation?

Demotivated situation ?

Resume walkthrough

Feedback

Q&A

I stayed with Web Development because I found out I could make some extra cash while I did something I enjoyed. It was also something that I found really challenging, not necessarily because it was difficult in itself, but because there was a lot to learn.

I chose it because, I love it.

I’ve been messing up with HTML/CSS code since I was in my 11th grade. I have been wondering why my websites look really unpolished. Then I came to know about different technologies like, javascript and it’s frameworks, and you can build some amazing UI and UX out of those.

Now, I always try to make something better than my previous project, hence, getting more attracted to web-development.

Week 1: Learn HTML, build a plain website with just text and images. Learn how various elements come together to make a website (HTML tags, folders structure, links, forms, lists, table, images)

Week 2: Learn how to add CSS (inline, embedded, external) to your web pages

Week 3: Learn the box model (width, height, padding, border, margin) and positioning element.

Week 4: Get fancy with colors, fonts, background color, and background images

Week 5: Build a 5 pages website that you can be proud to show to your family but not your friends.

Spend the very first 3 months to master HTML and CSS. This is too important to simply get the gist of it. You need to know more than just the fundamentals. CSS grid, transitions, and transformations will be for later. MDN will be your best friend.

Month 4: Practice by finding 10 websites that you like, take a screenshot of each then try to rebuild the layout of each website: home, about, contact pages.

By now you’ve gone through so much frustration and overcame so many challenges by not giving up. You can confidently say you have the persistence of a web developer.

Get yourself a domain name, buy a cheap web hosting account and learn how to set up a website and publish your web pages online. You’ll get familiar with your web hosting control panel, learn how to use an FTP program such as Filezilla, more frustrations but not giving up.

Month 4: Learn the fundamentals of JavaScript. If you already know how to program in another language then you can nail the basics (data types, variables, functions, if..else if.. else, loops) within a week. Then you can move on to more advanced topics.

Month 5: How to use JavaScript in your web page to capture mouse and keyboard events. How to programmatically change the content of a web page, …

Month 6: Install an IDE (e.g Visual Studio Code) in your computer as well as Apache/PHP/MySQL and Python. Learn one back-end programming language such as PHP/Python. You can also stick to JavaScript and learn Node/Express.

Month 7: Build full applications with front-end and back-end from your IDE. Learn about tasks automation tools such as GruntJS. You might also want to look into SaSS or LESS: they make managing your stylesheet easier.

There are still more practice and learning to do. But you can have the confidence to start as a Junior developer than gain more experience with all the challenges you’ll face on various projects.

Focus on the User Experience and research the knowledge and psychology behind it. It is a fairly new science post iPhone, that you can re-orientate yourself towards.

Also learn to Engineer, implement plugins and write code. My experience is CSS is what you will spend most of your time doing. Obviously HTML, but is quite easy. New technologies like React and SVG will give you a cutting edge.

You can choose a platform like WordPress to custom build sites. If you use SquareSpace you won’t develop a skill-set as such.

Learn to Design by doing it. It’s like developing a muscle. Build a Design Philosophy, rely on Intuition.

There will be work as the demand is very high. Be meticulous, thorough, be Dedicated that is important. Also be resilient.

Focus on the area you enjoy the most. For example if you get very good at React/JavaScript you will get paid well and always have work. If you focus on UX it is a science that is only getting more and more focus and attention.