

Behavioral Questions

- Tell me about a situation in which you have had to adjust to changes over which you had no control. How did you handle it? (Adaptability)
- Tell me about a time when you had to analyze information and make a recommendation. What kind of thought process did you go through? (Analytical Skills/Problem Solving)
- Give me an example of a time when you did not meet a client's expectation. What happened, and how did you attempt to rectify the situation? (Client Focus/Customer Orientation)
- Tell me about a problem that you've solved in a unique or unusual way. What was the outcome? Were you happy or satisfied with it? (Creativity)
- Describe a situation where you had a conflict with another individual, and how you dealt with it. What was the outcome? How did you feel about it? (Interpersonal Skills)
- Talk about a time when you had to work closely with someone whose personality was very different from yours. (Teamwork)
- Tell me about a project that you planned. How did you organize and schedule the tasks? Tell me about your action plan. (Planning/Organization/Time Management)
- When have you seen your tenacity or resilience really pay off in a professional setting? What was the outcome? (Tenacity/Resilience)
- Tell me about a time when you had to push back on a request, for any reason. What was the reason? How did you address it? What was the end result? (Interpersonal Skills, Client Focus, Problem Solving, Business Acumen)
- Tell me about a time you had multiple high-priority projects or deliverables. How did you choose what to prioritize? (Adaptability, Analytical skills)
- Tell me about a time you came into a project already midway to completion. How did you onboard yourself? How did you assess where to contribute? What was the end result? (Adaptability, Analytical Skills, Interpersonal skills).

- Tell me about a time you had to improvise a solution in order to meet a project deadline. What was the problem, and its solution? What was the end result? (Adaptability, Creativity, Business Acumen).
- Tell me about a time you missed a project deadline. What happened? How did you address the delay? (Business acumen, Interpersonal skills).
- Tell me about a time you took responsibility for a task outside of your job description. (Adaptability, Creativity)
- Describe a challenging goal that you set and explain how it was achieved. (Tenacity, Problem Solving, Planning)
- Describe a situation in which you had to work under pressure. How did you handle the stress? (Analytical Skills/Problem Solving, Adaptability)
- You've just been assigned to a project involving a new technology. How would you get started? (Analytical Skills/Problem Solving)
- What are some practices you use to help prevent a developer on the team from breaking the build? When the build does break, how do you help fix it? (Teamwork, interpersonal skills, Problem Solving)
- When assigned a ticket, when do you decide that you're stuck and to seek outside help? Who do you seek help from first? (Teamwork, interpersonal skills)