Interview question

Consider this list your interview question and answer study guide.

1. [Tell Me About Yourself.](https://www.themuse.com/advice/interview-questions-and-answers#056feaa2-8dc7-4688-a82e-a6f20cfc1b6d)
2. [How Did You Hear About This Position?](https://www.themuse.com/advice/interview-questions-and-answers#b6a9b795-4a6f-47d1-be09-71a8aa11f45f)
3. [Why Do You Want to Work at This Company?](https://www.themuse.com/advice/interview-questions-and-answers#cb8a69ae-1524-4998-8daa-d509eff5f612)
4. [Why Do You Want This Job?](https://www.themuse.com/advice/interview-questions-and-answers#06cd1362-f2b8-46ee-a3ab-1386ff417eb0)
5. [Why Should We Hire You?](https://www.themuse.com/advice/interview-questions-and-answers#961c4ead-df60-4904-ab0d-02c2b410b14f)
6. [What Can You Bring to the Company?](https://www.themuse.com/advice/interview-questions-and-answers#430022cc-f572-4fb2-a19e-32b03d24e4be)
7. [What Are Your Greatest Strengths?](https://www.themuse.com/advice/interview-questions-and-answers#f8ed50f6-05f3-4794-b9ad-6aee62e23e5e)
8. [What Do You Consider to Be Your Weaknesses?](https://www.themuse.com/advice/interview-questions-and-answers#abc7c9d0-bb6e-4e36-ba5a-35319009165a)
9. [What Is Your Greatest Professional Achievement?](https://www.themuse.com/advice/interview-questions-and-answers#a1938e1a-1977-43cb-924a-69624870e1ec)
10. [Tell Me About a Challenge or Conflict You’ve Faced at Work, and How You Dealt With It.](https://www.themuse.com/advice/interview-questions-and-answers#ff323173-ef7d-4db8-b557-05916886330a)
11. [Tell Me About a Time You Demonstrated Leadership Skills.](https://www.themuse.com/advice/interview-questions-and-answers#97763e9c-f345-4f4a-bfe6-8ece4b36f3c0)
12. [What’s a Time You Disagreed With a Decision That Was Made at Work?](https://www.themuse.com/advice/interview-questions-and-answers#d26f0d31-d1c9-490f-b13f-47ac9ac8c46a)
13. [Tell Me About a Time You Made a Mistake.](https://www.themuse.com/advice/interview-questions-and-answers#22abd1f6-d866-47d0-82ed-563a6e2952c7)
14. [Tell Me About a Time You Failed.](https://www.themuse.com/advice/interview-questions-and-answers#8e3a96f2-42e6-4f69-9e0e-cf219d5e463b)
15. [Why Are You Leaving Your Current Job?](https://www.themuse.com/advice/interview-questions-and-answers#1113f151-1868-4116-bbeb-4913ec356383)
16. [Why Were You Fired?](https://www.themuse.com/advice/interview-questions-and-answers#6b48cfb2-4cf0-48fd-83f2-988b41e9cb7a)
17. [Why Was There a Gap in Your Employment?](https://www.themuse.com/advice/interview-questions-and-answers#d20e52ce-44e3-4a94-ac92-aa88a1d65cf9)
18. [Can You Explain Why You Changed Career Paths?](https://www.themuse.com/advice/interview-questions-and-answers#16cad71c-7b6e-4496-88ba-da2f06f23c7d)
19. [What’s Your Current Salary?](https://www.themuse.com/advice/interview-questions-and-answers#49830790-8e38-41da-803e-1314bb425a1a)
20. [What Do You Like Least About Your Job?](https://www.themuse.com/advice/interview-questions-and-answers#b0db0833-7337-4c2c-8786-b389e5597cfc)
21. [What Are You Looking for in a New Position?](https://www.themuse.com/advice/interview-questions-and-answers#e0581fac-62ce-48cd-be20-435d33c4d7aa)
22. [What Type of Work Environment Do You Prefer?](https://www.themuse.com/advice/interview-questions-and-answers#9f45e0fb-63f1-4dd0-a16a-d7b1c4c013e0)
23. [What’s Your Work Style?](https://www.themuse.com/advice/interview-questions-and-answers#30246c33-3221-4b99-bc94-2df9707d11d8)
24. [What’s Your Management Style?](https://www.themuse.com/advice/interview-questions-and-answers#c02b486c-8ad2-4b52-b69d-380df6083025)
25. [How Would Your Boss and Coworkers Describe You?](https://www.themuse.com/advice/interview-questions-and-answers#472a4d21-efff-4947-a519-7fa172e3e721)
26. [How Do You Deal With Pressure or Stressful Situations?](https://www.themuse.com/advice/interview-questions-and-answers#4b908631-6185-4a57-800f-326cfea14704)
27. [What Do You Like to Do Outside of Work?](https://www.themuse.com/advice/interview-questions-and-answers#8aa5ca84-14de-4027-ba45-45c62c821d99)
28. [Are You Planning on Having Children?](https://www.themuse.com/advice/interview-questions-and-answers#fedd1c55-d5ff-4d1d-b410-c3d651727b48)
29. [How Do You Prioritize Your Work?](https://www.themuse.com/advice/interview-questions-and-answers#406c3854-3700-42dd-9969-938858c40498)
30. [What Are You Passionate About?](https://www.themuse.com/advice/interview-questions-and-answers#95848214-9e5f-4333-9dd6-b7e3dabc3a0d)
31. [What Motivates You?](https://www.themuse.com/advice/interview-questions-and-answers#6ea49766-4232-43b0-a641-e9e44d76f0fd)
32. [What Are Your Pet Peeves?](https://www.themuse.com/advice/interview-questions-and-answers#7b0f8373-673f-41f7-9ca7-27d88a7417db)
33. [How Do You Like to Be Managed?](https://www.themuse.com/advice/interview-questions-and-answers#e69c06d1-251c-4a46-9cd5-67f0c500be4a)
34. [Do You Consider Yourself Successful?](https://www.themuse.com/advice/interview-questions-and-answers#3609964b-746f-4478-b50f-05a79508a1af)
35. [Where Do You See Yourself in Five Years?](https://www.themuse.com/advice/interview-questions-and-answers#bdb9db13-3cf5-4ff6-b2cc-6f398178dde5)
36. [How Do You Plan to Achieve Your Career Goals?](https://www.themuse.com/advice/interview-questions-and-answers#2979ca7b-16d9-4bde-b22d-205ff86e746b)
37. [What’s Your Dream Job?](https://www.themuse.com/advice/interview-questions-and-answers#c56438fb-cc68-4738-b4cd-1e10cf2bdc45)
38. [What Other Companies Are You Interviewing With?](https://www.themuse.com/advice/interview-questions-and-answers#91c2c4e7-f69f-49e8-b9df-05392bd57ccd)
39. [What Makes You Unique?](https://www.themuse.com/advice/interview-questions-and-answers#28d0b2e5-a177-49f5-badb-d1e194d6fde9)
40. [What Should I Know That’s Not on Your Resume?](https://www.themuse.com/advice/interview-questions-and-answers#2266ea6e-065f-466c-845b-5bcc3cc8bfab)
41. [What Would Your First 30, 60, or 90 Days Look Like in This Role?](https://www.themuse.com/advice/interview-questions-and-answers#2810a7ae-c548-46f8-8ba3-ba55986d8333)
42. [What Are Your Salary Expectations?](https://www.themuse.com/advice/interview-questions-and-answers#4af84116-91a2-4aaa-a2c9-464b86fb603b)
43. [What Do You Think We Could Do Better or Differently?](https://www.themuse.com/advice/interview-questions-and-answers#50939988-e5d7-4166-be9f-f4666e4ca1e6)
44. [When Can You Start?](https://www.themuse.com/advice/interview-questions-and-answers#64bc5ee8-b3a1-4a13-a056-84e5dee6bd57)
45. [Are You Willing to Relocate?](https://www.themuse.com/advice/interview-questions-and-answers#99fe1bda-6962-429e-9c51-7bc4d3aa7c89)
46. [How Many Tennis Balls Can You Fit Into a Limousine?](https://www.themuse.com/advice/interview-questions-and-answers#3968c16e-0187-4f24-aa3a-477e09d7bd73)
47. [If You Were an Animal, Which One Would You Want to Be?](https://www.themuse.com/advice/interview-questions-and-answers#06d401a0-7545-4b3c-82b8-8a31515f41e4)
48. [Sell Me This Pen.](https://www.themuse.com/advice/interview-questions-and-answers#639a08d2-622b-42d6-bb5e-7892560d84c8)
49. [Is There Anything Else You’d Like Us to Know?](https://www.themuse.com/advice/interview-questions-and-answers#0d591d6c-13f0-41be-97ec-c3cc863e5517)
50. [Do You Have Any Questions for Us?](https://www.themuse.com/advice/interview-questions-and-answers#78fc3955-38d7-4ed6-8056-e11cf2967fa8)

**Classic Questions**

These frequently asked questions touch on the essentials hiring managers want to know about every candidate: who you are, why you’re a fit for the job, and what you’re good at. You may not be asked exactly these questions in exactly these words, but if you have answers in mind for them, you’ll be prepared for just about anything the interviewer throws your way.

**1.**

**Tell Me About Yourself.**

This question seems simple, so many people fail to prepare for it, but it’s crucial. Here's the deal: Don’t give your complete employment (or personal) history. Instead, give a pitch—one that’s concise and compelling and that shows exactly why you’re the right fit for the job. Muse writer and MIT career counselor Lily Zhang recommends using a present, past, future formula. Talk a little bit about your current role (including the scope and perhaps one big accomplishment), then give some background as to how you got there and experience you have that’s relevant. Finally, segue into why you want—and would be perfect for—this role.

***Read More:*** [*A Complete Guide to Answering “Tell Me About Yourself” in an Interview (Plus Examples!)*](https://www.themuse.com/advice/tell-me-about-yourself-interview-question-answer-examples)

**2.**

**How Did You Hear About This Position?**

Another seemingly innocuous interview question, this is actually a perfect opportunity to stand out and show your passion for and connection to the company. For example, if you found out about the gig through a friend or professional contact, name-drop that person, then share why you were so excited about the job. If you discovered the company through an event or article, share that. Even if you found the listing through a random job board, share what, specifically, caught your eye about the role.

***Read More:*** [*3 Ways People Mess Up the (Simple) Answer to “How Did You Come Across This Job Opportunity?”*](https://www.themuse.com/advice/3-ways-people-mess-up-the-simple-answer-to-how-did-you-come-across-this-job-opportunity)

**3.**

**Why Do You Want to Work at This Company?**

Beware of generic answers! If what you say can apply to a whole slew of other companies, or if your response makes you sound like every other candidate, you’re missing an opportunity to stand out. Zhang recommends one of four strategies: Do your research and point to something that makes the company unique that really appeals to you; talk about how you’ve watched the company grow and change since you first heard of it; focus on the organization’s opportunities for future growth and how you can contribute to it; or share what’s gotten you excited from your interactions with employees so far. Whichever route you choose, make sure to be specific. And if you can’t figure out why you’d want to work at the company you’re interviewing with by the time you’re well into the hiring process? It might be a red flag telling you that this position is not the right fit.

***Read More:*** [*4 Better Ways to Answer “Why Do You Want to Work at This Company?”*](https://www.themuse.com/advice/4-better-ways-to-answer-why-do-you-want-to-work-at-this-company)

**4.**

**Why Do You Want This Job?**

Again, companies want to hire people who are passionate about the job, so you should have a great answer about why you want the position. (And if you don’t? You probably should apply elsewhere.) First, identify a couple of key factors that make the role a great fit for you (e.g., “I love customer support because I love the constant human interaction and the satisfaction that comes from helping someone solve a problem”), then share why you love the company (e.g., “I’ve always been passionate about education, and I think you’re doing great things, so I want to be a part of it”).

***Read More:*** [*3 Steps for Answering “Why Do You Want This Job?”*](https://www.themuse.com/advice/3-steps-for-answering-why-do-you-want-this-job)

**5.**

**Why Should We Hire You?**

This interview question seems forward (not to mention intimidating!), but if you’re asked it, you’re in luck: There’s no better setup for you to sell yourself and your skills to the hiring manager. Your job here is to craft an answer that covers three things: that you can not only do the work, but also deliver great results; that you’ll really fit in with the team and culture; and that you’d be a better hire than any of the other candidates.

***Read More:*** [*3 Better Ways to Answer “Why Should We Hire You?”*](https://www.themuse.com/advice/3-better-ways-to-answer-why-should-we-hire-you)

**6.**

**What Can You Bring to the Company?**

When interviewers ask this question, they don’t just want to hear about your background. They want to see that you understand what problems and challenges they’re facing as a company or department as well as how you’ll fit into the existing organization. Read the job description closely, do your research on the company, and make sure you pay attention in your early round interviews to understand any issues you’re being hired to solve. Then, the key is to connect your skills and experiences to what the company needs and share an example that shows how you’ve done similar or transferable work in the past.

***Read More****:*[*What Interviewers Really Want to Hear When They Ask “What Can You Bring to the Company?”*](https://www.themuse.com/advice/what-can-you-bring-to-the-company-interview-question-answer-example)

**7.**

**What Are Your Greatest Strengths?**

Here’s an opening to talk about something that makes you great—and a great fit for this role. When you’re answering this question, think quality, not quantity. In other words, don’t rattle off a list of adjectives. Instead, pick one or a few (depending on the question) specific qualities that are relevant to this position and illustrate them with examples. Stories are always more memorable than generalizations. And if there’s something you were hoping to mention because it makes you a great candidate, but you haven’t had a chance yet, this would be the perfect time.

***Read More:*** [*3 Smart Strategies for Answering “What's Your Greatest Strength?”*](https://www.themuse.com/advice/3-smart-strategies-for-answering-whats-your-greatest-strength)

**8.**

**What Do You Consider to Be Your Weaknesses?**

What your interviewer is really trying to do with this question—beyond identifying any major red flags—is to gauge your self-awareness and honesty. So, “I can’t meet a deadline to save my life” is not an option—but neither is “Nothing! I’m perfect!” Strike a balance by thinking of something that you struggle with but that you’re working to improve. For example, maybe you’ve never been strong at public speaking, but you’ve recently volunteered to run meetings to help you get more comfortable when addressing a crowd.

***Read More:*** [*4 Ways to Answer “What Is Your Greatest Weakness?” That Actually Sound Believable*](https://www.themuse.com/advice/4-ways-to-answer-whats-your-biggest-weakness-that-actually-sound-believable)

**Questions About Your Work History**

The meat of any job interview is your track record at work: what you accomplished, how you succeeded or failed (and how you dealt with it), and how you behaved in real time in actual work environments. If you prep [a few versatile stories](https://www.themuse.com/advice/6-types-of-stories-you-should-have-on-hand-for-job-interviews) to tell about your work history and practice answering [behavioral interview questions](https://www.themuse.com/advice/30-behavioral-interview-questions-you-should-be-ready-to-answer), you’ll be ready to go.

**9.**

**What Is Your Greatest Professional Achievement?**

Nothing says “hire me” better than a track record of achieving amazing results in past jobs, so don’t be shy when answering this interview question! A great way to do so is by using the [STAR method](https://www.themuse.com/advice/star-interview-method): situation, task, action, results. Set up the situation and the task that you were required to complete to provide the interviewer with background context (e.g., “In my last job as a junior analyst, it was my role to manage the invoicing process”), then describe what you did (the action) and what you achieved (the result): “In one month, I streamlined the process, which saved my group 10 person-hours each month and reduced errors on invoices by 25%.”

***Read More:*** [*The Perfect Formula for Answering “What Is Your Greatest Accomplishment” in an Interview*](https://www.themuse.com/advice/greatest-accomplishment-interview-question-answer-examples)

**10.**

**Tell Me About a Challenge or Conflict You’ve Faced at Work, and How You Dealt With It.**

You’re probably not eager to talk about conflicts you’ve had at work during a job interview. But if you’re asked directly, don’t pretend you’ve never had one. Be honest about a difficult situation you’ve faced (but without going into the kind of detail you’d share venting to a friend). “Most people who ask are only looking for evidence that you’re willing to face these kinds of issues head-on and make a sincere attempt at coming to a resolution,” former recruiter Richard Moy says. Stay calm and professional as you tell the story (and answer any follow-up questions), spend more time talking about the resolution than the conflict, and mention what you’d do differently next time to show “you’re open to learning from tough experiences.”

***Read More:*** [*3 Ways You’re Messing Up the Answer to “Tell Me About a Conflict You’ve Faced at Work”*](https://www.themuse.com/advice/3-ways-youre-messing-up-the-answer-to-tell-me-about-a-conflict-youve-faced-at-work)

**11.**

**Tell Me About a Time You Demonstrated Leadership Skills.**

You don’t have to have a fancy title to act like a leader or demonstrate leadership skills. Think about a time when you headed up a project, took the initiative to propose an alternate process, or helped motivate your team to get something done. Then use the STAR method to tell your interviewer a story, giving enough detail to paint a picture (but not so much that you start rambling) and making sure you spell out the result. In other words, be clear about why you’re telling this particular story and connect all the dots for the interviewer.

***Read More:*** [*The Best Way to Answer “Tell Me About a Time You Demonstrated Leadership Skills” in a Job Interview*](https://www.themuse.com/advice/demonstrated-leadership-skills-job-interview-question-answer-examples)

**12.**

**What’s a Time You Disagreed With a Decision That Was Made at Work?**

The ideal anecdote here is one where you handled a disagreement professionally and learned something from the experience. [Zhang recommends](https://www.themuse.com/advice/how-to-answer-tell-me-about-a-time-when-interview-questions) paying particular attention to how you start and end your response. To open, make a short statement to frame the rest of your answer, one that nods at the ultimate takeaway or the reason you’re telling this story. For example: “I learned early on in my professional career that it’s fine to disagree if you can back up your hunches with data.” And to close strong, you can either give a one-sentence summary of your answer (“In short…”) or talk briefly about how what you learned or gained from this experience would help you in the role you’re interviewing for.

***Read More:*** [*Here’s the Secret to Answering “Tell Me About a Time You Had a Conflict With Your Boss” in an Interview*](https://www.themuse.com/advice/conflict-with-boss-interview-question-answer-examples)

**13.**

**Tell Me About a Time You Made a Mistake.**

You’re probably not too eager to dig into past blunders when you’re trying to impress an interviewer and land a job. But talking about a mistake and winning someone over aren’t mutually exclusive, Moy says. In fact, if you do it right, it can *help* you. The key is to be honest without placing blame on other people, then explain what you learned from your mistake and what actions you took to ensure it didn’t happen again. At the end of the day, employers are looking for folks who are self-aware, can take feedback, and care about doing better.

***Read More:*** [*3 Rules That Guarantee You'll Nail the Answer to “Tell Me About a Time You Made a Mistake”*](https://www.themuse.com/advice/3-rules-that-guarantee-youll-nail-the-answer-to-tell-me-about-a-time-you-made-a-mistake)

**14.**

**Tell Me About a Time You Failed.**

This question is very similar to the one about making a mistake, and you should approach your answer in much the same way. Make sure you pick a real, actual failure you can speak honestly about. Start by making it clear to the interviewer how you define failure. For instance: “As a manager, I consider it a failure whenever I’m caught by surprise. I strive to know what’s going on with my team and their work.” Then situate your story in relation to that definition and explain what happened. Finally, don’t forget to share what you learned. It’s OK to fail—everyone does sometimes—but it’s important to show that you took something from the experience.

***Read More:*** [*4 Steps for Answering “Tell Me About a Time When You Failed”*](https://www.themuse.com/advice/4-steps-for-answering-tell-me-about-a-time-you-failed)

**15.**

**Why Are You Leaving Your Current Job?**

This is a toughie, but one you can be sure you’ll be asked. Definitely keep things positive—you have nothing to gain by being negative about your current employer. Instead, frame things in a way that shows that you’re eager to take on new opportunities and that the role you’re interviewing for is a better fit for you. For example, “I’d really love to be part of product development from beginning to end, and I know I’d have that opportunity here.” And if you were let go from your most recent job? Keep it simple: “Unfortunately, I was let go,” is a totally acceptable answer.

***Read More:*** [*4 Better Ways to Answer “Why Are You Leaving Your Job?”*](https://www.themuse.com/advice/4-better-ways-to-answer-why-are-you-leaving-your-job)

**16.**

**Why Were You Fired?**

Of course, they may ask the follow-up question: *Why* were you let go? If you lost your job due to layoffs, you can simply say, “The company [reorganized/merged/was acquired] and unfortunately my [position/department] was eliminated.” But what if you were fired for performance reasons? Your best bet is to be honest (the job-seeking world is small, after all). But it doesn’t have to be a deal breaker. Frame it as a learning experience: Share how you’ve grown and how you approach your job and life now as a result. And if you can portray your growth as an advantage for this next job, even better.

***Read More:*** [*Stop Cringing! How to Tell an Interviewer You've Been Fired*](https://www.themuse.com/advice/stop-cringing-how-to-tell-an-interviewer-youve-been-fired)

**17.**

**Why Was There a Gap in Your Employment?**

Maybe you were taking care of children or aging parents, dealing with health issues, or traveling the world. Maybe it just took you a long time to land the right job. Whatever the reason, you should be prepared to discuss the gap (or gaps) on your resume. Seriously, practice saying your answer out loud. The key is to be honest, though that doesn’t mean you have to share more details than you’re comfortable with. If there are skills or qualities you honed or gained in your time away from the workforce—whether through volunteer work, running a home, or responding to a personal crisis—you can also talk about how those would help you excel in this role.

***Read More:*** [*How to Explain the Gap in Your Resume With Ease*](https://www.themuse.com/advice/how-to-explain-the-gap-in-your-resume-with-ease)

**18.**

**Can You Explain Why You Changed Career Paths?**

Don’t be thrown off by this question—just take a deep breath and explain to the hiring manager why you’ve made the career decisions you have. More importantly, give a few examples of how your past experience is [transferable](https://www.themuse.com/advice/transferable-skills-definition-examples) to the new role. This doesn’t have to be a direct connection; in fact, it’s often more impressive when a candidate can show how seemingly irrelevant experience is very relevant to the role.

***Read More:*** [*How to Explain Your Winding Career Path to a Hiring Manager*](https://www.themuse.com/advice/how-to-explain-your-winding-career-path-to-a-hiring-manager)

**19.**

**What’s Your Current Salary?**

It’s now illegal for some or all employers to ask you about your salary history in several cities and states, including New York City; Louisville, North Carolina; California; and Massachusetts. But no matter where you live, it can be stressful to hear this question. Don’t panic—there are several possible strategies you can turn to. For example, you can deflect the question, Muse career coach Emily Liou says, with a response like: “Before discussing any salary, I’d really like to learn more about what this role entails. I’ve done a lot of research on [Company] and I am certain if it’s the right fit, we’ll be able to agree on a number that’s fair and competitive to both parties.” You can also reframe the question around your salary expectations or requirements (see question 38) or choose to share the number if you think it will work in your favor.

***Read More:*** [*Here's How You Answer the Illegal “What's Your Current Salary” Question*](https://www.themuse.com/advice/answer-illegal-salary-question-right-way)

**20.**

**What Do You Like Least About Your Job?**

Tread carefully here! The last thing you want to do is let your answer devolve into a rant about how terrible your current company is or how much you hate your boss or that one coworker. The easiest way to handle this question with poise is to focus on an opportunity the role you’re interviewing for offers that your current job doesn’t. You can keep the conversation positive and emphasize why you’re so excited about the job.

***Read More:*** [*What Interviewers Really Want When They Ask, “What Do You Like Least About Your Job?”*](https://www.themuse.com/advice/what-do-you-like-least-about-your-job-interview-question-answer)

**Questions About You and Your Goals**

Another crucial aspect of an interview? Getting to know a candidate. That’s why you’ll likely encounter questions about how you work, what you’re looking for (in a job, a team, a company, and a manager), and what your goals are. It’s a good sign if your interviewers want to make sure you’ll be a good fit—or add—to the team. Use it as an opportunity!

**21.**

**What Are You Looking for in a New Position?**

Hint: Ideally the same things that this position has to offer. Be specific.

***Read More:*** [*4 Steps for Answering “What Are You Looking for in a New Position?”*](https://www.themuse.com/advice/4-steps-for-answering-what-are-you-looking-for-in-a-new-position)

**22.**

**What Type of Work Environment Do You Prefer?**

Hint: Ideally one that's similar to the environment of the company you're applying to. Be specific.

***Read More:*** [*3 Steps to Answering “What Type of Work Environment Do You Prefer?”*](https://www.themuse.com/advice/what-type-of-work-environment-do-you-prefer-interview-question-answer-example)

**23.**

**What’s Your Work Style?**

When an interviewer asks you about your work style, they’re probably trying to imagine you in the role. How will you approach your work? What will it be like to work with you? Will you mesh well with the existing team? You can help them along by choosing to focus on something that’s important to you *and* aligns with everything you’ve learned about the role, team, and company so far. The question is broad, which means you have a lot of flexibility in how you answer: You might talk about how you communicate and collaborate on cross-functional projects, what kind of remote work setup allows you to be most productive, or how you approach leading a team and managing direct reports. Just try to keep it positive. And remember, telling a story will almost always make your answer more memorable.

***Read More:***[*How to Answer “What Is Your Work Style?” in an Interview (Plus Examples!)*](https://www.themuse.com/advice/what-is-your-work-style-interview-question-answer-examples)

**24.**

**What’s Your Management Style?**

The best managers are strong but flexible, and that’s exactly what you want to show off in your answer. (Think something like, “While every situation and every team member requires a bit of a different strategy, I tend to approach my employee relationships as a coach...”) Then share a couple of your best managerial moments, like when you grew your team from five to 15 or coached an underperforming employee to become the company’s top salesperson.

***Read More:*** [*How to Answer “What’s Your Management Style?”*](https://www.themuse.com/advice/how-to-answer-whats-your-management-style)

**25.**

**How Would Your Boss and Coworkers Describe You?**

First, be honest (remember, if you make it to the final round, the hiring manager will be calling your former bosses and coworkers for references!). Then try to pull out strengths and traits you haven’t discussed in other aspects of the interview, such as your strong work ethic or your willingness to pitch in on other projects when needed.

***Read More:*** [*3 Strategies for Answering “How Would Your Boss or Coworkers Describe You?”*](https://www.themuse.com/advice/3-strategies-for-answering-how-would-your-boss-or-coworkers-describe-you)

**26.**

**How Do You Deal With Pressure or Stressful Situations?**

Here’s another question you may feel the urge to sidestep in an effort to prove you’re the perfect candidate who can handle anything. But it’s important not to dismiss this one (i.e. don’t say, “I just put my head down and push through it,” or, “I don’t get stressed out”). Instead, talk about your go-to strategies for dealing with stress (whether it’s meditating for 10 minutes every day or making sure you go for a run or keeping a super-detailed to-do list) and how you communicate and otherwise proactively try to mitigate pressure. If you can give a real example of a stressful situation you navigated successfully, all the better.

***Read More:*** [*3 Ways You’re Messing Up the Answer to “How Do You Deal With Stressful Situations?”*](https://www.themuse.com/advice/3-ways-youre-messing-up-the-answer-to-how-do-you-deal-with-stressful-situations)

**27.**

**What Do You Like to Do Outside of Work?**

Interviewers will sometimes ask about your hobbies or interests outside of work in order to get to know you a little better—to find out what you’re passionate about and devote time to during your off-hours. It’s another chance to let your personality shine. Be honest, but keep it professional and be mindful of answers that might make it sound like you’re going to spend *all* your time focusing on something other than the job you’re applying for.

***Read More:*** [*How to Answer “What Are Your Hobbies?” in an Interview (It’s Not a Trick Question!)*](https://www.themuse.com/advice/hobbies-job-interview-question-answer-examples)

**28.**

**Are You Planning on Having Children?**

Questions about your family status, gender (“How would you handle managing a team of all men?”), nationality (“Where were you born?”), religion, or age are illegal—but they still get asked (and frequently). Of course, not always with ill intent—the interviewer might just be trying to make conversation and might not realize these are off-limits—but you should definitely tie any questions about your personal life (or anything else you think might be inappropriate) back to the job at hand. For this question, think: “You know, I’m not quite there yet. But I am very interested in the career paths at your company. Can you tell me more about that?”

***Read More:*** [*5 Illegal Interview Questions and How to Dodge Them*](https://www.themuse.com/advice/5-illegal-interview-questions-and-how-to-dodge-them)

**29.**

**How Do You Prioritize Your Work?**

Your interviewers want to know that you can manage your time, exercise judgement, communicate, and shift gears when needed. Start by talking about whatever system you’ve found works for you to plan your day or week, whether it’s a to-do list app you swear by or a color-coded spreadsheet. This is one where you’ll definitely want to lean on a real-life example. So go on to describe how you’ve reacted to a last-minute request or another unexpected shift in priorities in the past, incorporating how you evaluated and decided what to do and how you communicated with your manager and/or teammates about it.

***Read More:*** [*A Foolproof Method to Answer the Interview Question “How Do You Prioritize Your Work?”*](https://www.themuse.com/advice/how-do-you-prioritize-your-work-interview-question-answer-examples)

**30.**

**What Are You Passionate About?**

You’re not a robot programmed to do your work and then power down. You’re a human, and if someone asks you this question in an interview, it’s probably because they want to get to know you better. The answer can align directly with the type of work you’d be doing in that role—like if, for example, you’re applying to be a graphic designer and spend all of your free time creating illustrations and data visualizations to post on Instagram.

But don’t be afraid to talk about a hobby that’s different from your day-to-day work. Bonus points if you can “take it one step further and connect how your passion would make you an excellent candidate for the role you are applying for,” says Muse career coach Al Dea. Like if you’re a software developer who loves to bake, you might talk about how the ability to be both creative and precise informs your approach to code.

***Read More:*** [*3 Authentic Ways to Answer “What Are You Passionate About?” in a Job Interview*](https://www.themuse.com/advice/what-are-you-passionate-about-interview-question-answer-example)

**31.**

**What Motivates You?**

Before you panic about answering what feels like a probing existential question, consider that the interviewer wants to make sure you’re excited about *this* role at *this* company, and that you’ll be motivated to succeed if they pick you. So think back to what has energized you in previous roles and pinpoint what made your eyes light up when you read this job description. Pick one thing, make sure it’s relevant to the role and company you’re interviewing for, and try to weave in a story to help illustrate your point. If you’re honest, which you should be, your enthusiasm will be palpable.

***Read More:*** [*5 Easy Steps to Answer “What Motivates You?” in an Interview*](https://www.themuse.com/advice/what-motivates-you-interview-question-answer-examples)

**32.**

**What Are Your Pet Peeves?**

Here’s another one that feels like a minefield. But it’ll be easier to navigate if you know why an interviewer is asking it. Most likely, they want to make sure you’ll thrive at their company—and get a glimpse of how you deal with conflict. So be certain you pick something that doesn’t contradict the culture and environment at this organization while still being honest. Then explain why and what you’ve done to address it in the past, doing your best to stay calm and composed. Since there’s no need to dwell on something that annoys you, you can keep this response short and sweet.

***Read More:*** [*6 Tips for Answering “What Are Your Pet Peeves?” in an Interview*](https://www.themuse.com/advice/what-are-your-pet-peeves-interview-question-answer)

**33.**

**How Do You Like to Be Managed?**

This is another one of those questions that’s about finding the right fit—both from the company’s perspective and your own. Think back on what worked well for you in the past and what didn’t. What did previous bosses do that motivated you and helped you succeed and grow? Pick one or two things to focus on and always articulate them with a positive framing (even if your preference comes from an experience where your manager behaved in the opposite way, phrase it as what you *would* want a manager to do). If you can give a positive example from a great boss, it’ll make your answer even stronger.

***Read More:*** [*3 Easy Steps to Answer “How Do You Like to Be Managed?” in an Interview*](https://www.themuse.com/advice/how-to-answer-how-do-you-like-to-be-managed-interview-question)

**34.**

**Do You Consider Yourself Successful?**

This question might make you uncomfortable. But you can think of it as an opportunity to allow the interviewer to get to know you better and to position yourself as an excellent choice for this job. First off, make sure you say yes! Then pick one specific professional achievement you’re proud of that can be tied back to the role you’re interviewing for—one that demonstrates a quality, skill, or experience that would help you excel in this position. You’ll want to explain *why* you consider it a success, talk about the process in addition to the outcome, and highlight your own accomplishment without forgetting your team. Zooming in on one story will help if you feel awkward tooting your own horn!

***Read More:*** [*How to Answer “Do You Consider Yourself Successful?” Without Feeling Like a Show-Off*](https://www.themuse.com/advice/do-you-consider-yourself-successful-interview-question-answer-examples)

**35.**

**Where Do You See Yourself in Five Years?**

If asked this question, be honest and specific about your future goals, but consider this: A hiring manager wants to know a) if you've set realistic expectations for your career, b) if you have ambition (a.k.a., this interview isn't the first time you’re considering the question), and c) if the position aligns with your goals and growth. Your best bet is to think realistically about where this position could take you and answer along those lines. And if the position isn’t necessarily a one-way ticket to your aspirations? It’s OK to say that you’re not quite sure what the future holds, but that you see this experience playing an important role in helping you make that decision.

***Read More:*** [*How to Answer “Where Do You See Yourself in 5 Years?”*](https://www.themuse.com/advice/how-to-answer-where-do-you-see-yourself-in-5-years)

**36.**

**How Do You Plan to Achieve Your Career Goals?**

Having goals shows interviewers you care, are ambitious, and can think ahead. Having a plan for how you’ll achieve your goals demonstrates your self-motivation as well as organizational and time management skills. Finally, the fact that you’ve accomplished past goals you’ve set for yourself is proof of your ability to follow through. All together, these are indications that you can not only set and achieve goals of your own, but also help your prospective boss, team, and company do the same. To craft your answer, make sure you focus on one or two goals in detail, explain why the goals are meaningful, communicate what milestones are coming up, highlight past successes, and connect back to *this* job.

***Read More:***[*How to Answer “How Do You Plan to Achieve Your Career Goals?” in an Interview*](https://www.themuse.com/advice/how-do-you-plan-to-achieve-these-goals-interview-question-answer-example)

**37.**

**What’s Your Dream Job?**

Along similar lines, the interviewer wants to uncover whether this position is really in line with your ultimate career goals. While “an NBA star” might get you a few laughs, a better bet is to talk about your goals and ambitions—and why this job will get you closer to them.

***Read More:*** [*The Secret Formula to Answering “What's Your Dream Job?” in an Interview*](https://www.themuse.com/advice/the-secret-formula-to-answering-whats-your-dream-job-in-an-interview)

**38.**

**What Other Companies Are You Interviewing With?**

Companies might ask you who else you’re interviewing with for a few reasons. Maybe they want to see how serious you are about this role and team (or even this field) or they’re trying to find out who they’re competing with to hire you. On one hand, you want to express your enthusiasm for this job, but at the same time, you don’t want to give the company any more leverage than it already has by telling them there’s no one else in the running. Depending on where you are in your search, you can talk about applying to or interviewing for a few roles that have XYZ in common—then mention how and why *this* role seems like a particularly good fit.

***Read More:*** [*How to Answer “What Other Companies Are You Interviewing With?”*](https://www.themuse.com/advice/how-to-answer-what-other-companies-are-you-interviewing-with)

**39.**

**What Makes You Unique?**

“They genuinely want to know the answer,” Dea promises. Give them a reason to pick you over other similar candidates. The key is to keep your answer relevant to the role you’re applying to. So the fact that you can run a six-minute mile or crush a trivia challenge might not help you get the job (but hey, it depends on the job!). Use this opportunity to tell them something that would give you an edge over your competition for *this* position. To figure out what that is, you can ask some former colleagues, think back to patterns you’ve seen in feedback you get, or try to distill why people tend to turn to you. Focus on one or two things and don’t forget to back up whatever you say with evidence.

***Read More:*** [*A Simple Way to Answer “What Makes You Unique?” in Your Job Search (Plus, Examples!)*](https://www.themuse.com/advice/how-to-answer-what-makes-you-unique-samples)

**40.**

**What Should I Know That’s Not on Your Resume?**

It’s a good sign if a recruiter or hiring manager is interested in *more* than just what’s on your resume. It probably means they looked at your resume, think you might be a good fit for the role, and want to know more about you. To make this wide-open question a little more manageable, try talking about a positive trait, a story or detail that reveals a little more about you and your experience, or a mission or goal that makes you excited about this role or company.

***Read More:*** [*The Right Way to Answer “What Should I Know That’s Not on Your Resume?”*](https://www.themuse.com/advice/the-right-way-to-answer-what-should-i-know-thats-not-on-your-resume)

**Questions About the Job**

At the end of the day, the people on the other side of the hiring process want to make sure you could take on this role. That means they might ask you logistical questions to ensure that timing and other factors are aligned, and they might have you imagine what you’d do after starting.

**41.**

**What Would Your First 30, 60, or 90 Days Look Like in This Role?**

Your potential future boss (or whoever else has asked you this question) wants to know that you’ve done your research, given some thought to how you’d get started, and would be able to take initiative if hired. So think about what information and aspects of the company and team you’d need to familiarize yourself with and which colleagues you’d want to sit down and talk to. You can also suggest one possible starter project to show you’d be ready to hit the ground running and contribute early on. This won’t necessarily be the thing you do first if you do get the job, but a good answer shows that you’re thoughtful and that you care.

***Read More:*** [*The 30-60-90 Day Plan: Your Secret Weapon for New Job Success*](https://www.themuse.com/advice/30-60-90-day-plan-instructions-template-example)

**42.**

**What Are Your Salary Expectations?**

The number one rule of answering this question is: Figure out your salary requirements ahead of time. Do your research on what similar roles pay by using sites like PayScale and reaching out to your network. Be sure to take your experience, education, skills, and personal needs into account, too! From there, Muse career coach [Jennifer Fink](https://www.themuse.com/coaches/jennifer-fink) suggests choosing from one of three strategies:

* Give a salary range: But keep the bottom of your stated range toward the mid-to-high point of what you’re actually hoping for, Fink says.
* Flip the question: Try something like “That's a great question—it would be helpful if you could share what the range is for this role,” Fink says.
* Delay answering: Tell your interviewer that you’d like to learn more about the role or the rest of the compensation package before discussing pay.

(Need help responding to a question about your salary requirements on an application form? Read [this](https://www.themuse.com/advice/qa-the-secret-to-giving-your-salary-requirements).)

***Read More:***[*3 Strategies for Answering “What Are Your Salary Expectations?” in an Interview*](https://www.themuse.com/advice/what-are-your-salary-expectations-interview-question-answer-examples)

**43.**

**What Do You Think We Could Do Better or Differently?**

This question can really do a number on you. How do you give a meaty answer without insulting the company or, worse, the person you’re speaking with? Well first, take a deep breath. Then start your response with something positive about the company or specific product you’ve been asked to discuss. When you’re ready to give your constructive feedback, give some background on the perspective you’re bringing to the table and explain why you’d make the change you’re suggesting (ideally based on some past experience or other evidence). And if you end with a question, you can show them you’re curious about the company or product and open to other points of view. Try: “Did you consider that approach here? I’d love to know more about your process.”

***Read More:*** [*How to Answer the “How Would You Improve Our Company?” Interview Question Without Bashing Anyone*](https://www.themuse.com/advice/how-to-answer-the-how-would-you-improve-our-company-interview-question-without-bashing-anyone)

**44.**

**When Can You Start?**

Your goal here should be to set realistic expectations that will work for both you and the company. What exactly that sounds like will depend on your specific situation. If you’re ready to start immediately—if you’re unemployed, for example—you could offer to start within the week. But if you need to give notice to your current employer, don’t be afraid to say so; people will understand and respect that you plan to wrap things up right. It’s also legitimate to want to take a break between jobs, though you might want to say you have “previously scheduled commitments to attend to” and try to be flexible if they really need someone to start a bit sooner.

***Read More:*** [*4 Ways to Answer the Interview Question “When Can You Start?”*](https://www.themuse.com/advice/when-can-you-start-interview-question)

**45.**

**Are You Willing to Relocate?**

While this may sound like a simple yes-or-no question, it’s often a little bit more complicated than that. The simplest scenario is one where you’re totally open to moving and would be willing to do so for this opportunity. But if the answer is no, or at least not right now, you can reiterate your enthusiasm for the role, briefly explain why you can’t move at this time, and offer an alternative, like working remotely or out of a local office. Sometimes it’s not as clear-cut, and that’s OK. You can say you prefer to stay put for xyz reasons, but would be willing to consider relocating for the right opportunity.

***Read More:*** [*The Best Responses to “Are You Willing to Relocate?” Depending on Your Situation*](https://www.themuse.com/advice/are-you-willing-to-relocate-interview-question-answer-example)

**Questions That Test You**

Depending on the style of the interviewer and company, you could get some pretty quirky questions. They’re often testing how you think through something on the spot. Don’t panic. Take a moment to think—and remember, there’s no one single correct answer or approach.

**46.**

**How Many Tennis Balls Can You Fit Into a Limousine?**

1,000? 10,000? 100,000? Seriously? Well, seriously, you might get asked brain-teaser questions like these, especially in quantitative jobs. But remember that the interviewer doesn’t necessarily want an exact number—they want to make sure that you understand what’s being asked of you, and that you can set into motion a systematic and logical way to respond. So take a deep breath and start thinking through the math. (Yes, it’s OK to ask for a pen and paper!)

***Read More:*** [*9 Steps to Solving an Impossible Brain Teaser in a Tech Interview (Without Breaking a Sweat)*](https://www.themuse.com/advice/9-steps-to-solving-an-impossible-brain-teaser-in-a-tech-interview-without-breaking-a-sweat)

**47.**

**If You Were an Animal, Which One Would You Want to Be?**

Seemingly random personality-test type questions like these come up in interviews because hiring managers want to see how you can think on your feet. There’s no wrong answer here, but you’ll immediately gain bonus points if your answer helps you share your strengths or personality or connect with the hiring manager. Pro tip: Come up with a stalling tactic to buy yourself some thinking time, such as saying, “Now, that is a great question. I think I would have to say…”

***Read More:*** [*4 Steps for Answering Off-the-Wall Interview Questions*](https://www.themuse.com/advice/4-steps-for-answering-offthewall-interview-questions)

**48.**

**Sell Me This Pen.**

If you’re interviewing for a sales job, your interviewer might put you on the spot to sell them a pen sitting on the table, or a legal pad, or a water bottle, or just *something*. The main thing they’re testing you for? How you handle a high-pressure situation. So try to stay calm and confident and use your body language—making eye contact, sitting up straight, and more—to convey that you can handle this. Make sure you listen, understand your “customer’s” needs, get specific about the item’s features and benefits, and end strong—as though you were truly closing a deal.

***Read More:*** [*4 Tips for Responding to "Sell Me This Pen" in an Interview*](https://www.themuse.com/advice/how-to-answer-sell-me-this-pen)

**Wrapping-Up Questions**

When it comes time for the interview to wind down, you might have a chance to add any last thoughts and you’ll almost certainly have time to ask the questions that will help you decide if this company and role might be great for you. In fact, if they *don’t* leave time for you to ask any questions at any of your interviews, that might be a red flag in itself.

**49.**

**Is There Anything Else You’d Like Us to Know?**

Just when you thought you were done, your interviewer asks you this open-ended doozy. Don’t panic—it’s not a trick question! You can use this as an opportunity to close out the meeting on a high note in one of two ways, Zhang says. First, if there really is something relevant that you haven’t had a chance to mention, do it now. Otherwise, you can *briefly* summarize your qualifications. For example, Zhang says, you could say: “I think we’ve covered most of it, but just to summarize, it sounds like you’re looking for someone who can really hit the ground running. And with my previous experience [enumerate experience here], I think I’d be a great fit.”

***Read More:*** [*How to Answer “Is There Anything Else You’d Like Us to Know?”*](https://www.themuse.com/advice/how-to-answer-is-there-anything-else-youd-like-us-to-know)

**50.**

**Do You Have Any Questions for Us?**

You probably already know that an interview isn’t just a chance for a hiring manager to grill you—it’s an opportunity to sniff out whether a job is the right fit from your perspective. What do you want to know about the position? The company? The department? The team? You’ll cover a lot of this in the actual interview, so have a few less-common questions ready to go. We especially like questions targeted to the interviewer (“What's your favorite part about working here?”) or the company’s growth (“What can you tell me about your new products or plans for growth?”) If you’re interviewing for a remote role, there are some specific [questions](https://www.themuse.com/advice/what-to-ask-interview-remote-culture) you might want to ask related to that.

**Bonus Questions**

Looking for more interview questions? Check out these lists of questions (and example answers!) for different types of interviews.

* [Phone interview questions](https://www.themuse.com/advice/phone-interview-questions-answers)
* [Remote interview questions](https://www.themuse.com/advice/interview-questions-remote-work)
* [Second interview questions](https://www.themuse.com/advice/second-interview-questions-answers-examples)
* [COVID-related interview questions](https://www.themuse.com/advice/covid-pandemic-interview-questions)
* [Diversity and inclusion interview questions](https://www.themuse.com/advice/diversity-inclusion-interview-questions-answers-examples)
* [Internship interview questions](https://www.themuse.com/advice/internship-interview-questions-answers)
* [Account management interview questions](https://www.themuse.com/advice/account-manager-interview-questions-answers-examples)
* [Accounting interview questions](https://www.themuse.com/advice/accounting-interview-questions-answers-examples)
* [Administrative assistant interview questions](https://www.themuse.com/advice/administrative-assistant-interview-questions-answers-examples)
* [Brand management interview questions](https://www.themuse.com/advice/brand-management-interview-questions-answers-examples-tips)
* [Customer service interview questions](https://www.themuse.com/advice/customer-service-interview-questions-answers-examples)
* [Data science interview questions](https://www.themuse.com/advice/data-science-interview-questions-answers)
* [Digital marketing interview questions](https://www.themuse.com/advice/digital-marketing-interview-questions-answers-examples)
* [Financial analyst interview questions](https://www.themuse.com/advice/financial-analyst-interview-questions-answers-examples)
* [IT interview questions](https://www.themuse.com/advice/it-interview-questions-answers-examples)
* [Nursing interview questions](https://www.themuse.com/advice/common-nurse-interview-questions-answers)
* [Product marketing interview questions](https://www.themuse.com/advice/product-marketing-interview-questions-answers-examples)
* [Project management interview questions](https://www.themuse.com/advice/project-management-interview-questions-answers-examples)
* [Retail interview questions](https://www.themuse.com/advice/retail-interview-questions-answers-examples)
* [Sales interview questions](https://www.themuse.com/advice/sales-interview-questions-you-will-get-asked)
* [Software engineering interview questions](https://www.themuse.com/advice/software-engineer-interview-questions-answers-examples)
* [Teaching interview questions](https://www.themuse.com/advice/interview-questions-for-teachers-answers)

**1. "Tell me a little about yourself."**

If you're the interviewer, there's a lot you should already know: The candidate's resume and cover letter should tell you plenty, and LinkedIn and Twitter and Facebook and Google can tell you more.

The goal of an interview is to determine whether the candidate will be outstanding in the job, and that means evaluating the skills and attitude required for that job. Does she need to be an empathetic leader? Ask about that. Does she need to take your company public? Ask about that.

If you're the candidate, talk about why you took certain jobs. Explain why you left. Explain why you chose a certain school. Share why you decided to go to grad school. Discuss why you took a year off to backpack through Europe, and what you got out of the experience.

When you answer this question, connect the dots on your resume so the interviewer understands not just what you've done, but also *why*.

**2. "What are your biggest weaknesses?"**

Every candidate knows how to answer this question: Just pick a theoretical weakness and magically transform that flaw into a strength in disguise!

For example: "My biggest weakness is getting so absorbed in my work that I lose all track of time. Every day I look up and realize everyone has gone home! I know I should be more aware of the clock, but when I love what I'm doing I just can't think of anything else."

So your "biggest weakness" is that you'll put in more hours than everyone else? Great.

A better approach is to choose an actual weakness, but one you're working to improve. Share what you're doing to overcome that weakness. No one is perfect, but showing [you're willing to honestly self-assess and then seek ways to improve](https://www.inc.com/jeff-haden/be-incredibly-successful-8-steps-to-find-and-leverage-your-true-strengths.html) comes pretty darned close.

**3. "What are your biggest strengths?"**

I'm not sure why interviewers ask this question; your resume and experience should make your strengths readily apparent.

Even so, if you're asked, provide a sharp, on-point answer. Be clear and precise. If you're a great problem solver, don't just say that: Provide a few examples, pertinent to the opening, that *prove* you're a great problem solver. If you're an emotionally intelligent leader, don't just say that: Provide a few examples that prove [you know how to answer the unasked question](https://www.inc.com/jeff-haden/8-statements-that-transform-your-professional-and-personal-life.html).

In short, don't just claim to have certain attributes -- *prove* you have those attributes.

**4. "Where do you see yourself in five years?"**

Answers to this question go one of two basic ways. Candidates try to show their incredible ambition (because that's what they think you want) by providing an extremely optimistic answer: "I want your job!" Or they try to show their humility (because that's what they think you want) by providing a meek, self-deprecating answer: "There are so many talented people here. I just want to do a great job and see where my talents take me."

In either case you learn nothing, other than possibly how well candidates can sell themselves.

For interviewers, here's a better question: "What business would you love to start?"

That question applies to any organization, because every employee at every company should have an entrepreneurial mind-set.

The business a candidate would love to start tells you about her [hopes and dreams](https://www.inc.com/jeff-haden/be-incredibly-successful-8-steps-to-find-and-leverage-your-true-strengths.html), her interests and passions, the work she likes to do, the people she likes to work with -- so just sit back and listen.

**5. "Out of all the candidates, why should we hire you?"**

Since a candidate cannot compare himself with people he doesn't know, all he can do is describe his incredible passion and desire and commitment and ... well, basically beg for the job. (Way too many interviewers ask the question and then sit back, arms folded, as if to say, "Go ahead. I'm listening. Try to convince me.")

And you learn nothing of substance.

Here's a better question: "What do you feel I need to know that we haven't discussed?" Or even "If you could get a do-over on one of my questions, how would you answer it now?"

Rarely do candidates come to the end of an interview feeling they've done their best. Maybe the conversation went in an unexpected direction. Maybe the interviewer focused on one aspect of their skills and totally ignored other key attributes. Or maybe candidates started the interview nervous and hesitant, and now wish they could go back and better describe their qualifications and experience.

Plus, think of it this way: Your goal as an interviewer is to learn as much as you possibly can about every candidate, so don't you want to give them the chance to ensure you do?

Just make sure to turn this part of the interview into a conversation, not a soliloquy. Don't just passively listen and then say, "Thanks. We'll be in touch." Ask follow-up questions. Ask for examples.

And of course if you're asked this question, use it as a chance to highlight things you haven't been able to touch on.

**6. "How did you learn about the opening?"**

Job boards, general postings, online listings, job fairs -- most people find their first few jobs that way, so that's certainly not a red flag.

But a candidate who continues to find each successive job from general postings probably hasn't figured out what he or she wants to do -- and where he or she would like to do it.

He or she is just looking for a job; often, *any* job.

So don't just explain how you heard about the opening. Show that you heard about the job through a colleague, a current employer, by following the company--show that you know about the job *because you want to work there*.

Employers don't want to hire people who just want a job; they want to hire people who want a job with *their* company.

**7. "Why do you want *this* job?"**

Now go deeper. Don't just talk about why the company would be great to work for; talk about how the position is a perfect fit for what you hope to accomplish, both short-term and long-term.

And if you don't know why the position is a perfect fit, look somewhere else. Life is too short.

**8. "What do you consider to be your biggest professional achievement?"**

Here's an interview question that definitely requires an answer relevant to the job. If you say your biggest achievement was improving throughput by 18 percent in six months but you're interviewing for a leadership role in human resources, that answer is interesting but ultimately irrelevant.

Instead, talk about an underperforming employee you "rescued," or how you overcame infighting between departments, or how so many of your direct reports have been promoted.

The goal is to share achievements that let the interviewer imagine you in the position -- and see you succeeding.

**9. "Tell me about the last time a co-worker or customer got angry with you. What happened?"**

Conflict is inevitable when a company works hard to get things done. Mistakes happen. Sure, strengths come to the fore, but weaknesses also rear their heads. And that's OK. No one is perfect.

But a person who tends to push the blame -- and the responsibility for rectifying the situation -- onto someone else is a candidate to avoid. Hiring managers would much rather choose candidates who focus not on blame but on addressing and fixing the problem.

Every business needs employees who willingly admit when they are wrong, step up to take ownership for fixing the problem, and, most important, learn from the experience.

**10. "Describe your dream job."**

Three words describe how you should answer this question: relevance, relevance, relevance.

But that doesn't mean you have to make up an answer. You can learn something from every job. You can develop skills in every job. Work backward: Identify things about the job you're interviewing for that will help you if you do land your dream job someday, and then describe how those things apply to what you hope to someday do.

And don't be afraid to admit that you might someday move on, whether to join another company or -- better -- to [start your own business](https://www.inc.com/jeff-haden/10-steps-to-start-a-business-while-keeping-your-full-time-job.html). Employers no longer expect "forever" employees.

**11. "Why do you want to leave your current job?"**

Let's start with what you *shouldn't* say (or, if you're the interviewer, what are definite red flags).

Don't talk about how your boss is difficult. Don't talk about how you can't get along with other employees. Don't bad-mouth your company.

Instead, focus on the positives a move will bring. Talk about what you want to achieve. Talk about what you want to learn. Talk about ways you want to grow, about things you want to accomplish; explain how a move will be great for you *and* for your new company.

Complaining about your current employer is a little like people who gossip: If you're willing to speak badly of someone else, you'll probably do the same to me.

**12. "What kind of work environment do you like best?"**

Maybe you love working alone, but if the job you're interviewing for is in a call center, that answer will do you no good.

So take a step back and think about the job you're applying for and the company's culture ([because every company has one, whether intentional or unintentional](https://www.inc.com/jeff-haden/the-mission-statement-by-which-all-others-should-be-judged.html)). If a flexible schedule is important to you, but the company doesn't offer one, focus on something else. If you like constant direction and support and the company expects employees to self-manage, focus on something else.

Find ways to highlight how the company's environment will work well for you -- and if you can't find ways, don't take the job, because you'll be miserable.

**13. "Tell me about the toughest decision you had to make in the last six months."**

The goal of this question is to evaluate the candidate's reasoning ability, problem-solving skills, judgment, and possibly even willingness to take intelligent risks.

Having no answer is a definite warning sign. *Everyone* makes tough decisions, regardless of their position. My daughter worked part-time as a server at a local restaurant and made difficult decisions all the time -- like the best way to deal with a regular customer whose behavior constituted borderline harassment.

A good answer proves you can make a difficult analytical or reasoning-based decision -- for example, wading through reams of data to determine the best solution to a problem.

A great answer proves you can make a difficult interpersonal decision, or better yet a difficult data-driven decision that includes interpersonal considerations and ramifications.

Making decisions based on data is important, but almost every decision has an impact on people as well. The best candidates naturally weigh all sides of an issue, not just the business or human side exclusively.

**14. "What is your leadership style?"**

This is a tough question to answer without dipping into platitudes. Try sharing leadership examples instead. Say, "The best way for me to answer that is to give you a few examples of leadership challenges I've faced," and then share situations where you dealt with a problem, motivated a team, worked through a crisis. Explain *what* you did and that will give the interviewer a great sense of how you lead.

And, of course, it lets you highlight a few of your successes.

**15. "Tell me about a time you disagreed with a decision. What did you do?"**

No one agrees with every decision. Disagreements are fine; it's what you do when you disagree that matters. (We all know people who love to have the "meeting after the meeting," where they've supported a decision in the meeting but they then go out and undermine it.)

Show that you were professional. Show that you raised your concerns in a productive way. If you have an example that proves you can effect change, great -- and if you don't, show that you can support a decision even though you think it's wrong (as long as it's not unethical, immoral, etc.).

Every company wants employees willing to be honest and forthright, to share concerns and issues, but to also get behind a decision and support it as if they agreed, even if they didn't.

**16. "Tell me how you think other people would describe you."**

I hate this question. It's a total throwaway. But I did ask it once, and got an answer I really liked.

"I think people would say that what you see is what you get," the candidate said. "If I say I will do something, I do it. If I say I will help, I help. I'm not sure that everyone likes me, but they all know they can count on what I say and how hard I work."

Can't beat that.

**17. "What can we expect from you in your first three months?"**

Ideally the answer to this should come from the employer: They should have plans and expectations for you.

But if you're asked, use this general framework:

* You'll work hard to determine how your job creates value -- you won't just stay busy, you'll stay busy doing the right things.
* You'll learn how to serve all your constituents -- your boss, your employees, your peers, your customers, and your suppliers and vendors.
* You'll focus on doing what you do best -- you'll be hired because you bring certain skills, and you'll apply those skills to make things happen.
* You'll make a difference -- with customers, with other employees, to bring enthusiasm and focus and a sense of commitment and teamwork.

Then just layer in specifics that are applicable to you and the job.

**18. "What do you like to do outside of work?"**

Many companies feel cultural fit is extremely important, and they use outside interests as a way to determine how you will fit into a team.

Even so, don't be tempted to fib and claim to enjoy hobbies you don't. Focus on activities that indicate some sort of growth: skills you're trying to learn, goals you're trying to accomplish. Weave those in with personal details. For example, "I'm raising a family, so a lot of my time is focused on that, but I'm using my commute time to learn Spanish."

**19. "What was your salary in your last job?"**

This is a tough one. You want to be open and honest, but frankly, some companies ask the question as the opening move in salary negotiations.

Try an approach recommended by Liz Ryan. When asked, say, "I'm focusing on jobs in the $50K range. Is this position in that range?" (Frankly, you should already know -- but this is a good way to deflect.)

Maybe the interviewer will answer; maybe she won't. If she presses you for an answer, you'll have to decide whether you want to share or demur. Ultimately your answer won't matter too much, because you'll either accept the salary offered or you won't, depending on what you think is fair.

**20. "A snail is at the bottom of a 30-foot well. Each day he climbs up three feet, but at night he slips back two feet. How many days will it take him to climb out of the well?"**

Questions like these have become a lot more popular (thanks, Google) in recent years. The interviewer isn't necessarily looking for the right answer but instead a little insight into your reasoning abilities.

All you can do is talk through your logic as you try to solve the problem. Don't be afraid to laugh at yourself if you get it wrong -- sometimes the interviewer is merely trying to assess how you deal with failure.

**21. "What questions do you have for me?"**

Don't waste this opportunity. Ask smart questions, not just as a way to show you're a great candidate but also to see if the company is a good fit for you -- after all, you're being interviewed, but you're also interviewing the company.

Here goes:

**22. "What do you expect me to accomplish in the first 90 days?"**

If you weren't asked this question, ask it yourself. Why? Great candidates want to hit the ground running. They don't want to spend weeks or months "getting to know the organization." They don't want to spend huge chunks of time in orientation, in training, or in the futile pursuit of getting their feet wet.

They want to make a difference -- and they want to make that difference *right now*.

**23. "What are the three traits your top performers have in common?"**

Great candidates also want to be great employees. They know every organization is different -- and so are the key qualities of top performers in those organizations. Maybe your top performers work longer hours. Maybe creativity is more important than methodology. Maybe constantly landing new customers in new markets is more important than building long-term customer relationships. Maybe the key is a willingness to spend the same amount of time educating an entry-level customer as helping an enthusiast who wants high-end equipment.

Great candidates want to know, because 1) they want to know if they will fit in, and 2) if they do fit in, they want to know how they can be a top performer.

**24. "What *really* drives results in this job?"**

Employees are investments, and you expect every employee to generate a positive return on his or her salary. (Otherwise why do you have them on the payroll?)

In every job some activities make a bigger difference than others. You need your HR team to fill job openings, but what you really want is for them to find the right candidates, because that results in higher retention rates, lower training costs, and better overall productivity.

You need your service techs to perform effective repairs, but what you really want is for those techs to identify ways to solve problems and provide other benefits -- in short, to build customer relationships and even generate additional sales.

Great candidates want to know what truly makes a difference and drives results, because they know helping the company succeed means they will succeed as well.

**25. "What are the company's highest-priority goals this year, and how would my role contribute?"**

Is the job the candidate will fill important? Does that job *matter*?

Great candidates want a job with meaning, with a larger purpose -- and they want to work with people who approach their jobs the same way.

Otherwise a job is just a job.

**26. "What percentage of employees was brought in by current employees?"**

Employees who love their jobs naturally recommend their company to their friends and peers. The same is true for people in leadership positions -- people naturally try to bring on board talented people they previously worked with. They've built relationships, developed trust, and shown a level of competence that made someone go out of their way to follow them to a new organization.

And all of that speaks incredibly well to the quality of the workplace and the culture.

**27. "What do you plan to do if ...?"**

Every business faces a major challenge: technological changes, competitors entering the market, shifting economic trends. There's rarely one of Warren Buffett's moats protecting a small business.

So while some candidates may see your company as a stepping-stone, they still hope for growth and advancement. If they do eventually leave, they want it to be on their terms, not because you were forced out of business.

Say I'm interviewing for a position at your ski shop. Another store is opening less than a mile away: How do you plan to deal with the competition? Or you run a poultry farm (a huge industry in my area): What will you do to deal with rising feed costs?

Great candidates don't just want to know what you think; they want to know what you plan to do -- and how they will fit into those plans.

Prepare for the Interview

You don't need to memorize an answer, but do take the time to consider how you'll respond. The more you prepare, the more confident you'll feel during a job interview.

When you're not sure what to expect during an interview, also take time to review this refresher on [how job interviews work](https://www.thebalancecareers.com/what-to-expect-during-a-job-interview-2063897), and these tips on [how to prepare to ace your job interview](https://www.thebalancecareers.com/how-to-prepare-for-a-job-interview-2061361).

Job Interview Questions and Answers

Here's a list of common job interview questions, with examples of the best answers about you, your work history and experience, the job, your goals, the new job, salary, and what you have to offer the employer.

If you're in a hurry and want to speed up your interview preparation, here's a list of the [top 10 interview questions](https://www.thebalancecareers.com/top-interview-questions-and-best-answers-2061225) employers typically ask, example answers, and tips for giving the best response.

Questions About You

Interviewers will ask questions about you to gain insight into your personality and to determine whether you're a fit for both the job and the company. These are [open-ended questions](https://www.thebalancecareers.com/open-ended-interview-questions-and-answers-2061635) which will give you the opportunity to show the employer that you're well-qualified for the position.

1. [Tell me about yourself](https://www.thebalancecareers.com/tell-me-about-yourself-job-interview-question-2060956).
2. [What is your greatest strength?](https://www.thebalancecareers.com/what-is-your-greatest-strength-2061282)
3. [What is your greatest weakness?](https://www.thebalancecareers.com/what-is-your-greatest-weakness-2061288)
4. [What makes you unique?](https://www.thebalancecareers.com/how-to-answer-what-makes-you-unique-at-an-interview-4774378)
5. [Tell me about something that's not on your resume](https://www.thebalancecareers.com/something-not-on-resume-2059963).
6. [How will your greatest strength help you perform?](https://www.thebalancecareers.com/interview-questions-about-strengths-and-job-performance-2064065)
7. [How do you handle failure?](https://www.thebalancecareers.com/job-interview-question-how-do-you-handle-failure-2061141)
8. [How do you handle success?](https://www.thebalancecareers.com/job-interview-question-how-do-you-evaluate-success-2061283)
9. [Do you consider yourself successful? Why?](https://www.thebalancecareers.com/interview-question-do-you-consider-yourself-successful-2060961)
10. [How do you handle stress and pressure?](https://www.thebalancecareers.com/how-do-you-handle-stress-2061246)
11. [How would you describe yourself?](https://www.thebalancecareers.com/job-interview-question-how-would-you-describe-yourself-2064058)
12. [Describe a typical work week.](https://www.thebalancecareers.com/job-interview-question-describe-a-typical-work-week-2061296)
13. [Are you nice?](https://www.thebalancecareers.com/job-interview-question-are-you-nice-2060991)
14. [Are you willing to fail?](https://www.thebalancecareers.com/interview-question-are-you-willing-to-fail-4153903)
15. [Are you willing to relocate?](https://www.thebalancecareers.com/how-to-answer-the-interview-question-are-you-willing-to-relocate-4799894)
16. [Describe your work ethic.](https://www.thebalancecareers.com/describe-your-work-ethic-4768217)
17. [Describe your work style.](https://www.thebalancecareers.com/work-style-interview-questions-2061368)
18. [Do you work well with other people?](https://www.thebalancecareers.com/job-interview-question-do-you-work-well-with-other-people-2061155)
19. [Do you take work home with you?](https://www.thebalancecareers.com/job-interview-question-do-you-take-work-home-with-you-2061293)
20. [How are you different from the competition?](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-the-competition-2060964)
21. [How do you view yourself? Whom do you compare yourself to?](https://www.thebalancecareers.com/job-interview-question-how-would-you-describe-yourself-2064058)
22. [How does this job fit in with your career aspirations?](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-your-career-plan-2064056)
23. [How many hours a week do you normally work?](https://www.thebalancecareers.com/job-interview-question-how-many-hours-do-you-work-2061263)
24. [How well do you assimilate into a new environment?](https://www.thebalancecareers.com/interview-question-do-you-assimilate-into-new-environment-2063921)
25. [How would you adjust to working for a new company?](https://www.thebalancecareers.com/interview-questions-about-working-for-a-new-company-2060969)
26. [How would you describe the pace at which you work?](https://www.thebalancecareers.com/describe-your-workplace-interview-2061273)
27. [How would your co-workers describe your personality?](https://www.thebalancecareers.com/how-colleagues-describe-personality-2063919)
28. [How would a professor describe you?](https://www.thebalancecareers.com/how-professor-describes-you-2060539)
29. [Is there anything else we should know about you?](https://www.thebalancecareers.com/is-there-anything-else-we-should-know-about-you-2061139)
30. [What motivates you?](https://www.thebalancecareers.com/job-interview-question-what-motivates-you-2061272)
31. [Are you a self-motivator?](https://www.thebalancecareers.com/job-interview-question-are-you-a-self-motivator-2064064)
32. [What do you find are the most difficult decisions to make?](https://www.thebalancecareers.com/what-are-the-most-difficult-decisions-to-make-2061256)
33. [What has been the greatest disappointment in your life?](https://www.thebalancecareers.com/what-has-been-the-greatest-disappointment-in-your-life-2061257)
34. [What are you passionate about?](https://www.thebalancecareers.com/what-are-you-passionate-about-2061274)
35. [What are your hobbies?](https://www.thebalancecareers.com/job-interview-question-what-are-your-hobbies-2060979)
36. [What are your pet peeves?](https://www.thebalancecareers.com/job-interview-question-what-are-your-pet-peeves-2061275)
37. [What is your dream job?](https://www.thebalancecareers.com/interview-question-what-is-your-dream-job-2060980)
38. [What is the worst thing you've gotten away with?](https://www.thebalancecareers.com/interview-question-worst-thing-2059576)
39. [What won’t you miss about your last job?](https://www.thebalancecareers.com/job-interview-question-what-wont-you-miss-about-job-2061148)
40. [Would you rather be liked or respected?](https://www.thebalancecareers.com/would-you-rather-be-liked-or-respected-2061151)
41. [Why should I take a risk on you?](https://www.thebalancecareers.com/job-interview-question-why-should-i-take-a-risk-on-you-2061150)
42. [If you could relive the last ten years of your life, what would you do differently?](https://www.thebalancecareers.com/answers-for-interview-questions-about-reliving-your-life-2061278)

Questions About Leaving Your Job

Employers almost always ask about why you left, or are leaving, your job. Be prepared with an explanation for why you're moving on. Do make sure the reasons you give match what past [employers will say about you](https://www.thebalancecareers.com/what-can-employers-say-about-former-employees-2059608) if they are contacted for a reference.

1. [Why are you leaving your job?](https://www.thebalancecareers.com/why-are-you-leaving-your-job-2061203)
2. [Why do you want to change jobs?](https://www.thebalancecareers.com/interview-questions-about-why-you-want-to-change-jobs-2061154)
3. [Why were you fired?](https://www.thebalancecareers.com/why-were-you-fired-job-interview-question-2061201)
4. [Why were you laid-off?](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-being-laid-off-2061144)
5. [Why did you quit your job?](https://www.thebalancecareers.com/interview-question-why-did-you-quit-your-job-2064054)
6. [Why did you resign?](https://www.thebalancecareers.com/job-interview-answers-why-did-you-resign-from-your-job-2064055)
7. [What have you been doing since your last job?](https://www.thebalancecareers.com/what-you-have-been-doing-since-your-last-job-2060955)
8. [Why have you been unemployed?](https://www.thebalancecareers.com/interview-questions-about-why-have-you-been-out-of-work-2060953)

Why You Should Be Hired

Why should you be hired over the other applicants? What makes you the best candidate for the job? Here's when you'll have the opportunity to make a case for getting a job offer, and the chance to [sell yourself to the interviewer](https://www.thebalancecareers.com/how-to-sell-yourself-during-a-job-interview-4153288).

1. [Why should we hire you?](https://www.thebalancecareers.com/why-should-we-hire-you-best-answers-2061261)
2. [Why shouldn't we hire you?](https://www.thebalancecareers.com/interview-question-why-shouldn-t-i-hire-you-2060987)
3. [What can you contribute to this company?](https://www.thebalancecareers.com/what-can-you-contribute-to-the-company-2061254)

Questions About Salary

Some of the hardest questions to answer during a job interview are about compensation. Here's what you will be asked and examples of the best answers. Questions about salary can be tricky to answer, and, in some locations, [employers aren't allowed to ask about your salary history.](https://www.thebalancecareers.com/can-employers-find-out-how-much-you-made-at-your-last-job-2063396)

1. [What were your starting and final levels of compensation?](https://www.thebalancecareers.com/interview-questions-about-salary-history-2061253)
2. [What are your salary expectations?](https://www.thebalancecareers.com/interview-questions-about-your-salary-expectations-2061235)
3. [What are your salary requirements?](https://www.thebalancecareers.com/salary-negotiation-tips-how-to-get-a-better-offer-2063439)
4. [Why would you take a job for less money?](https://www.thebalancecareers.com/why-would-you-accept-a-job-for-less-money-2060989)

Qualifications Questions

The most important thing for interviewers to determine is whether you're qualified for the job. Here's what they will ask to find out. When responding, be specific.

1. [What applicable experience do you have?](https://www.thebalancecareers.com/job-interview-question-what-experience-do-you-have-2061260)
2. [Are you overqualified for this job?](https://www.thebalancecareers.com/interview-question-are-you-overqualified-for-this-job-2061216)
3. [How did you impact the bottom line?](https://www.thebalancecareers.com/interview-question-how-did-you-impact-the-bottom-line-2060966)
4. [Interview questions about your abilities.](https://www.thebalancecareers.com/job-interview-answers-to-questions-about-your-abilities-2061237)
5. [Sell me this pen.](https://www.thebalancecareers.com/interview-answers-for-sell-me-this-apple-2060976)
6. [Tell me about your educational background.](https://www.thebalancecareers.com/interview-questions-about-your-educational-background-4165557)
7. [What can you do better for us than the other candidates for the job?](https://www.thebalancecareers.com/what-can-you-do-better-for-us-than-the-other-candidates-2061146)
8. [What part of the job will be the least challenging for you?](https://www.thebalancecareers.com/what-part-of-the-job-will-be-the-least-challenging-2060982)
9. [Which parts of this job are the most challenging for you?](https://www.thebalancecareers.com/what-part-of-this-job-is-the-most-challenging-2060983)
10. [What philosophy guides your work?](https://www.thebalancecareers.com/what-philosophy-guides-your-work-2060984)
11. [What strength will help you the most to succeed?](https://www.thebalancecareers.com/how-to-answers-questions-about-succeeding-in-a-job-2060978)
12. [Why are you interested in taking a lower level job?](https://www.thebalancecareers.com/why-are-you-interested-in-a-lower-level-job-2060974)

Questions About Your Work History

Is your work history stable, has it prepared you for the job you're interviewing for, and do you have any gaps in your employment history that the company should be concerned about? If not, prepare to answer questions about what you were doing when you weren't in the workforce.

1. [Questions about your work history.](https://www.thebalancecareers.com/work-history-interview-questions-2061290)
2. [Questions about your resume.](https://www.thebalancecareers.com/how-to-answer-job-interview-questions-about-your-resume-2060993)
3. [What were your expectations for the job and to what extent were they met?](https://www.thebalancecareers.com/answer-interview-questions-about-job-expectations-2061259)
4. [What were your responsibilities?](https://www.thebalancecareers.com/job-interview-questions-about-your-responsibilities-2061279)
5. [What major challenges and problems did you face? How did you handle them?](https://www.thebalancecareers.com/job-interview-question-how-did-you-handle-a-challenge-2061243)
6. [What have you learned from your mistakes?](https://www.thebalancecareers.com/how-to-answer-job-interview-questions-about-mistakes-2064061)
7. [What did you like or dislike about your previous job?](https://www.thebalancecareers.com/what-did-you-like-or-dislike-about-your-previous-job-2061276)
8. [Which was most / least rewarding?](https://www.thebalancecareers.com/what-was-most-and-least-rewarding-about-your-job-2061280)
9. [What was the biggest accomplishment/failure in this position?](https://www.thebalancecareers.com/interview-question-what-was-your-biggest-accomplishment-2061241)
10. [Questions about job demotions.](https://www.thebalancecareers.com/how-to-respond-to-interview-questions-about-demotions-2060950)
11. [How have you impacted worker safety?](https://www.thebalancecareers.com/interview-questions-about-health-and-safety-2061133)
12. [Describe the gap in your employment history.](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-employment-gaps-2061138)

Job Performance Questions

How you performed in previous roles can indicate how you will perform in the job for which you're applying. Be prepared to answer questions about what you did well - and what you didn't.

Be careful about how you to respond to negative questions. You can frame your responses in a positive manner, even when discussing a challenging situation.

As with questions about qualifications, be sure to relate your performance to the employer's requirements.

1. [What do people most often criticize about you?](https://www.thebalancecareers.com/what-do-people-most-often-criticize-about-you-2061255)
2. [What is the biggest criticism you received from your boss?](https://www.thebalancecareers.com/what-is-the-biggest-criticism-you-received-from-your-boss-2063847)
3. [What is the worst thing that you have ever gotten away with?](https://www.thebalancecareers.com/interview-question-worst-thing-2059576)
4. [What makes you angry?](https://www.thebalancecareers.com/job-interview-question-what-makes-you-angry-2060981)
5. [What problems have you encountered at work?](https://www.thebalancecareers.com/interview-questions-about-problems-at-work-2060538)
6. [What strategies would you use to motivate your team?](https://www.thebalancecareers.com/what-strategies-would-you-use-to-motivate-your-team-2061134)
7. [What would you be looking for in an applicant?](https://www.thebalancecareers.com/what-would-you-be-looking-for-in-an-applicant-2061149)
8. [When was the last time you were angry? What happened?](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-anger-at-work-2061242)
9. [Why weren't you promoted at your last job?](https://www.thebalancecareers.com/questions-not-being-promoted-2060988)
10. [Tell me about something you would have done differently at work.](https://www.thebalancecareers.com/tell-me-about-what-would-have-done-differently-at-work-2061145)
11. [If the people who know you were asked why you should be hired, what would they say?](https://www.thebalancecareers.com/how-colleagues-describe-personality-2063919)
12. [What type of work environment do you prefer?](https://www.thebalancecareers.com/what-type-of-work-environment-do-you-prefer-2061291)
13. [How do you evaluate success?](https://www.thebalancecareers.com/job-interview-question-how-do-you-evaluate-success-2061283)
14. [Describe a difficult work situation or project and how you overcame it.](https://www.thebalancecareers.com/what-are-the-most-difficult-decisions-to-make-2061256)
15. [Describe a time when your workload was heavy and how you handled it.](https://www.thebalancecareers.com/describe-a-time-when-your-workload-was-heavy-2061294)

Management and Teamwork Questions

Are you a team player? Do you work well with others? Do you prefer to work in a solitary environment or as part of a team? Your work style, and how you get along with others, including co-workers, managers, and customers or clients is important to all employers. Here are some of the questions employers ask about getting along at work.

1. [Who was your best boss and who was the worst?](https://www.thebalancecareers.com/job-interview-question-who-was-your-best-boss-2061247)
2. [Describe your ideal boss.](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-your-ideal-boss-2063848)
3. [If you know your boss is 100% wrong about something how would you handle it?](https://www.thebalancecareers.com/interview-questions-about-when-your-boss-is-wrong-2061297)
4. [What do you expect from a supervisor?](https://www.thebalancecareers.com/how-to-answer-what-do-you-expect-from-a-supervisor-2061284)
5. [Have you ever had difficulty working with a manager?](https://www.thebalancecareers.com/have-you-ever-had-difficulty-working-with-a-manager-2064059)
6. [How did you fit in with the company culture?](https://www.thebalancecareers.com/interview-questions-about-company-culture-fit-2060965)
7. [Describe how you managed a problem employee.](https://www.thebalancecareers.com/describe-how-you-managed-a-problem-employee-2060975)
8. [Do you like working in a fast-paced team environment?](https://www.thebalancecareers.com/do-you-enjoy-working-in-a-fast-paced-team-environment-2059728)
9. [Give some examples of teamwork.](https://www.thebalancecareers.com/job-interview-question-give-some-examples-of-teamwork-2061285)
10. [More teamwork interview questions.](https://www.thebalancecareers.com/teamwork-job-interview-questions-and-answers-2064066)

The New Job and the Company

What do you know about the company, why do you want the job, and what would you do if you were to be hired, are just some of the questions you'll be asked about the position and employer. Take the time to [research the employer](https://www.thebalancecareers.com/tips-for-researching-companies-before-job-interviews-2061319) prior to the interview, so that you can ask informed questions about the job and company.

1. [How is our company better than your current employer?](https://www.thebalancecareers.com/how-is-our-company-better-than-your-present-employer-2060967)
2. [What interests you about this job?](https://www.thebalancecareers.com/what-interests-you-about-this-job-2061266)
3. [What do you know about this company?](https://www.thebalancecareers.com/interview-about-this-company-2061252)
4. [What do you know about this company?](https://www.thebalancecareers.com/how-to-answer-questions-about-the-company-for-sales-jobs-2063458) *(for sales jobs)*
5. [Why do you want this job?](https://www.thebalancecareers.com/why-do-you-want-this-job-2061202)
6. [Why do you want to work here?](https://www.thebalancecareers.com/why-do-you-want-to-work-here-2061292)
7. [What challenges are you looking for in a position?](https://www.thebalancecareers.com/what-challenges-looking-for-2061250)
8. [What do you see yourself doing within the first 30 days on the job?](https://www.thebalancecareers.com/questions-starting-new-job-2060992)
9. [What can we expect from you in the first 60 days on the job?](https://www.thebalancecareers.com/what-can-we-expect-from-you-in-the-first-60-days-2061099)
10. [Are you willing to travel?](https://www.thebalancecareers.com/how-to-answer-interview-questions-about-travel-2061287)
11. [What is good customer service?](https://www.thebalancecareers.com/interview-questions-about-customer-service-2063349)
12. [What would be your ideal company culture?](https://www.thebalancecareers.com/what-would-be-your-ideal-company-culture-2061143)
13. [When could you start work?](https://www.thebalancecareers.com/interview-questions-about-when-you-can-start-work-2060985)
14. [Is there anything I haven't told you about the job or company that you would like to know?](https://www.thebalancecareers.com/questions-to-ask-in-a-job-interview-2061205)

Questions About The Future

Are you going to stick around if you're hired is something most employers want to know. All these questions will gauge your interest in making a commitment.

1. [Tell me about the trends in your profession and industry](https://www.thebalancecareers.com/interview-questions-about-trends-in-your-profession-2060973).
2. [What are you looking for in your next job? What is important to you?](https://www.thebalancecareers.com/what-are-you-looking-for-in-your-next-job-2061264)
3. [What is your professional development plan?](https://www.thebalancecareers.com/interview-questions-about-professional-development-2060971)
4. [Where do you see yourself five years from now?](https://www.thebalancecareers.com/where-do-you-see-yourself-5-years-from-now-2061153)
5. [How do you plan to achieve your goals?](https://www.thebalancecareers.com/job-interview-question-how-will-you-achieve-your-goals-2061245)
6. [What will you do if you don't get this position?](https://www.thebalancecareers.com/what-will-you-do-if-you-dont-get-this-position-2061265)

More Interview Questions

These are the [top ten most commonly asked interview questions](https://www.thebalancecareers.com/top-interview-questions-and-best-answers-2061225), with examples of the best answers. Also review [job-specific](https://www.thebalancecareers.com/tips-for-answering-job-specific-interview-questions-2061451) interview questions for many different positions to get ideas for framing your own interview responses.

Questions to Ask

The last question you'll most likely be asked is whether you have any questions. Here's how to respond.

## **1. What Are Your Weaknesses?**

"What are your weaknesses" is one of the most popular questions interviewers ask. It is also the most dreaded question of all. Handle it by minimizing your [weakness and emphasizing your strengths](https://www.monster.com/career-advice/article/Greatest-Strengths-and-Weaknesses). Stay away from personal qualities and concentrate on professional traits: "I am always working on improving my communication skills to be a more effective presenter. I recently joined Toastmasters, which I find very helpful."

## **2. Why Should We Hire You?**

Answer "[Why should we hire you](https://www.monster.com/career-advice/article/Why-Should-We-Hire-You)?" by summarizing your experiences: "With five years' experience working in the financial industry and my proven record of saving the company money, I could make a big difference in your company. I'm confident I would be a great addition to your team."

## **3. Why Do You Want to Work Here?**

Many interview questions and answers seek to evaluate whether or not a job is a good fit for a candidate. By asking you, "[Why do you want to work here?](https://www.monster.com/career-advice/article/Why-Do-You-Want-to-Work-Here)" the interviewer is listening for an answer that indicates you've given this some thought and are not sending out resumes just because there is an opening. For example, "I've selected key companies whose mission statements are [in line with my values](https://www.monster.com/career-advice/article/Work-Values-Check-List), where I know I could be excited about what the company does, and this company is very high on my list of desirable choices."

## **4. What Are Your Goals?**

When you're asked, "[What are your goals?](https://www.monster.com/career-advice/article/what-are-your-long-term-goals)" sometimes it's best to talk about short-term and intermediate goals rather than locking yourself into the distant future. For example, "My immediate goal is to get a job in a growth-oriented company. My long-term goal will depend on where the company goes. I hope to eventually grow into a position of responsibility."

## **5. Why Did You Leave (or Why Are You Leaving) Your Job?**

One of the most critical job interview tips: Don't badmouth a former employer. So if an interviewer asks, "[Why did you leave (or why are you leaving) your job?](https://www.monster.com/career-advice/article/why-did-you-leave)" and you're unemployed, state your reason for leaving in a positive context: "I managed to survive two rounds of corporate downsizing, but the third round was a 20% reduction in the workforce, which included me."

If you are employed, focus on what you want in your next job: "After two years, I made the decision to look for a company that is team-focused, where I can add my experience."

## **6. When Were You Most Satisfied in Your Job?**

The interviewer who asks, "When were you most satisfied in your job?" wants to know [what motivates you](https://www.monster.com/career-advice/article/Interview-Question-What-Motivates-You). If you can relate an example of a job or project when you were excited, the interviewer will get an idea of your preferences. "I was very satisfied in my last job, because I worked directly with the customers and their problems; that is an important part of the job for me."

## **7. What Can You Do for Us That Other Candidates Can't?**

Emphasize what makes you unique when you're asked, "[What can you do for us that other candidates can't?](https://www.monster.com/career-advice/article/job-interview-question-what-can-you-do-other-candidates-cant)" This will take an assessment of your experiences, skills and traits. Summarize concisely: "I have a unique combination of strong technical skills, and the ability to build strong customer relationships. This allows me to use my knowledge and break down information to be more user-friendly."

## **8. What Are Three Positive Things Your Last Boss Would Say About You?**

It's time to pull out your old performance appraisals and boss's quotes to answer the question, "What are three positive things your last boss would say about you?". This is a great way to [brag about yourself through someone else's words](https://www.monster.com/career-advice/article/what-your-colleagues-say): "My boss has told me that I am the best designer he has ever had. He knows he can rely on me, and he likes my sense of humor."

## **9. What Salary Are You Seeking?**

When you're asked, "[What salary are you seeking?](https://www.monster.com/career-advice/article/how-to-answer-what-salary-seeking-job-interview)" it is to your advantage if the employer tells you the range first. Prepare by knowing the going rate in your area, and your bottom line or walk-away point. One possible answer would be: "I am sure when the time comes, we can agree on a reasonable amount. In what range do you typically pay someone with my background?"

## **10. If You Were an Animal, Which One Would You Want to Be?**

Don't be alarmed if you're asked [weird interview questions](https://www.monster.com/career-advice/article/great-answers-to-awkward-interview-questions). Interviewers use this type of psychological question to see if you can think quickly. If you answer "a bunny," you will make a soft, passive impression. If you answer "a lion," you will be seen as aggressive. What type of personality would it take to get the job done? What impression do you want to make?

## **Go Beyond the Common Interview Questions**

Yes, the job search is intimidating, but reviewing interview questions and answers in advance is one way to calm your nerves and boost your confidence. Are you looking for more ways to stand apart from the competition? Set up a [free profile with Monster](https://www.monster.com/profile/detail) and we can send you career advice, workplace insights, and more job interview tips directly to your inbox. It's a quick and easy way to stay one step ahead.

BY WORKOPOLIS

Wouldn’t it be great if you knew exactly what potential employers were going to ask you in a job interview? Well prepared and confident, you could then knock hiring managers dead, wowing them with your wit, experience, and charm.

The thing is, we already know what they’re going to ask you. Sure, every job interview has its own rhythms and quirks, its job-specific questions and themes, but there are a fairly standard set of questions that hiring managers almost always lean on (let’s face it, they’re not always the most industrious people around). By preparing yourself, you can feel more relaxed whenever these questions are fired in your direction.

And on that note…

Here are the five most common interview questions, and how you can answer them like a boss:

##### **Tell me about yourself?**

Just about every job interview starts with an ice breaker that is meant to get you talking. It’s a chance for you to introduce yourself. The thing is, it’s not really about you. It’s about your candidacy. Yes, they want to know if your personality is a good fit for their company, but more than anything, they want to know that you can handle the job.

Your answer, therefore, should focus on your professional experience and interests, and anything that shows you are the right candidate for the role. It’s not, however, the time to recite your CV. Think of it as a quick recap of who you are in a professional sense – an elevator pitch of your career. Yeah, it might be interesting if your hobbies include leathercraft and Brazilian martial arts, but this isn’t relevant here.

Example of what you should say:

I’m a web-obsessed [SEO Manager](http://www.workopolis.com/jobsearch/seo-manager-jobs) with 10 years of experience managing all aspects of digital marketing – from paid ads to microsites – for companies of all sizes.

Example of what you shouldn’t say:

I’m Youtube vlogger, and that’s all I really care about. I’m really looking for laid-back full-time work that will let me focus on my channel on the side.

Are you passionate about working for this company or are you just desperate for a job (any job!)? The answer might be the latter, but this isn’t what most employers want to hear. They want to know that you’re really interested in their industry and company. They want to see that you’ve done your research, that you know about them and the role. This not only shows that you’re interested in the role, it also speaks volumes about your professionalism and preparation.

*Example of what you should say*:

I’ve been interested in working for Tesla ever since the Roadster was released. I’m very passionate about technology and innovation, and this role would let me align my passions with my work experience, for a company that I really believe in.

*Example of what you shouldn’t say*:

Because I need the money.

##### **What would you say are your greatest strengths?**

This seems like an easy question – you know what you’re good at right? But be careful. Read the job posting carefully, and make sure whatever you say matches up with the way they’ve described the position. Are they looking for team players with leadership skills? You might want to talk about your communication skills and ease with public speaking (just make sure you tell the truth). If you’re worried about coming across as cocky or arrogant, put the words in someone else’s mouth by telling them what people have said about you in the past. Another good tip is to use clear, measurable achievements to back up you what you say – just make sure to have a relatable anecdote ready.

Example of what you should say:

I’ve been told that I’m a good communicator, and in fact, at my current company, I lead a weekly meeting where I present objectives and achievements to the entire company.

Example of what you shouldn’t say:

How much time do you have? I mean really, I’m awesome at just about everything.

##### **What do you think are your biggest weaknesses?**

If you overshare here, you could potentially turn off an employer. On the other hand, if you say “I have no weaknesses, I’m perfect,” they’ll think you’re a liar or completely lacking in self-awareness. So, what do you do?

Think of an actual weakness, but go with something that isn’t an essential requirement for the job. Explain how you became aware of it and are working on improving upon it. This shows that you are reflective, willing to learn, and striving to get better. Humour, albeit appropriate humour, can go a long way here.

Example of what you should say:

I think I’m often too hard on myself. It’s something I’m working on.

Example of what you shouldn’t say:

I’m a workaholic and a perfectionist.

##### **Where do you see yourself in five years?**

[**Job hopping is the new normal**](http://careers.workopolis.com/advice/job-hopping-is-the-new-normal/) and most employers recognize that people, especially young, ambitious people, are always looking for opportunities. You don’t, therefore, have to pretend that you’ll still be there in five years’ time. Instead, tie in a dream job – ideally one at that company you can work towards – with your passions, interests, and experience. This shows employers that you’re ambitious, driven, and looking for professional growth.

Example of what you should say:

I see myself in an [editor position](http://www.workopolis.com/jobsearch/editor--jobs). By that point I’ll have been working in journalism for over 15 years, and I think I’ll be ready to move into a more strategic position, where I can use my experience to lead a team.

Every interview is a bit different, but if you master these questions, you’ll be prepared to knock these cornerstone questions out of the park…and sometimes, a few great answers is all you need to convince a hiring manager you’re the one.

[See what jobs are available now](http://www.workopolis.com/jobsearch/browse-jobs/).

**See also:**

[10 signs you should consider making a move for your career](http://careers.workopolis.com/advice/10-signs-you-should-consider-making-a-move-for-your-career/)[What you need to earn to buy a house in every major Canadian city](http://careers.workopolis.com/advice/how-much-you-need-to-earn-to-buy-a-house-in-every-major-canadian-city/)[What Canada’s new mortgage lending rules mean for home buyers](http://careers.workopolis.com/advice/what-canadas-new-mortgage-lending-rules-mean-for-homebuyers/)

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– Listen to [Safe for Work](https://itunes.apple.com/us/podcast/workopolis-safe-for-work/id1223821753?mt=2), the Workopolis podcast

### Basic interview questions

1. [Can you explain these gaps in your resume?](https://www.indeed.com/career-advice/interviewing/how-to-explain-employment-gaps)
2. [Are you willing to travel?](https://www.indeed.com/career-advice/interviewing/how-to-answer-interview-questions-about-travel)
3. [Are you overqualified for this role?](https://www.indeed.com/career-advice/finding-a-job/overqualified-for-job)
4. [Would you be willing to work nights and weekends?](https://www.indeed.com/career-advice/interviewing/how-to-answer-interview-questions-about-shift-work)
5. What qualities make a good leader?
6. What is the name of our CEO?
7. What questions haven’t I asked you?
8. [What do you know about our company?](https://www.indeed.com/career-advice/interviewing/what-do-you-know-about-our-company)
9. [Why are you changing careers?](https://www.indeed.com/career-advice/interviewing/how-to-explain-your-reasons-for-leaving-a-job)
10. Can you walk us through your resume?
11. [Why is our company interesting to you?](https://www.indeed.com/career-advice/interviewing/interview-question-why-do-you-want-to-work-here)
12. Who was your favorite manager and why?
13. Who are our competitors?
14. [Why are you the right person for this job?](https://www.indeed.com/career-advice/interviewing/what-make-you-a-good-candidate-for-this-position)
15. [What is your greatest personal achievement?](https://www.indeed.com/career-advice/interviewing/what-is-your-greatest-accomplishment)
16. [Where do you see yourself in 10 years?](https://www.indeed.com/career-advice/interviewing/where-do-you-see-yourself-in-10-years)
17. What do you know about our industry?

**Related:**[**15 Phone Interview Questions and Answers**](https://www.indeed.com/career-advice/interviewing/phone-interview-questions-and-answers)

### Behavioral interview questions

1. Describe a time when your boss was wrong. How did you handle the situation?
2. How would you feel about reporting to a person younger than you?
3. [Describe a time you went above and beyond at work.](https://www.indeed.com/career-advice/interviewing/tell-me-about-a-time-you-went-above-and-beyond)
4. [Tell me about the last mistake you made.](https://www.indeed.com/career-advice/interviewing/tell-me-about-a-time-you-made-a-mistake)
5. What do you want to accomplish in the first 30 days of this job?
6. Describe a time you got angry at work.
7. [Describe a time when you had to give a person difficult feedback.](https://www.indeed.com/career-advice/career-development/how-to-give-negative-feedback)
8. Describe a time when you disagreed with your boss.
9. [Would you ever lie for a company?](https://www.indeed.com/career-advice/interviewing/integrity-interview-questions)
10. [Tell me about how you dealt with a difficult challenge in the workplace.](https://www.indeed.com/career-advice/interviewing/what-is-the-biggest-challenge-you've-faced-in-work)
11. What do you really think about your previous boss?
12. What has been the most rewarding experience of your career thus far?
13. [How would you deal with an angry or irate customer?](https://www.indeed.com/career-advice/career-development/how-to-deal-with-angry-customers)
14. Describe a time you chose to not help a teammate.
15. Describe a time you went out of your way to help somebody.
16. [Describe a time when your work was criticized?](https://www.indeed.com/career-advice/career-development/steps-to-handle-criticism-at-work)
17. What do you want to accomplish in the first 90 days of this job?
18. Do you think you could have done better in your last job?
19. [How would you fire someone?](https://www.indeed.com/career-advice/career-development/terminate-an-employee)

**Read more:**[**How To Prepare for a Behavioral Interview**](https://www.indeed.com/career-advice/interviewing/how-to-prepare-for-a-behavioral-interview)

### Questions about salary

1. [Can you discuss your salary history?](https://www.indeed.com/career-advice/pay-salary/providing-salary-history)
2. How much do you expect to be earning in five years?

**Read more:**[**How To Talk About Salary in a Job Interview**](https://www.indeed.com/career-advice/interviewing/how-to-talk-about-salary-in-a-job-interview)

### Questions about you

1. What makes you uncomfortable?
2. [What is your ideal working environment?](https://www.indeed.com/career-advice/career-development/ideal-work-environment)
3. What commonly accepted view do you disagree with and why?
4. [What are some positive things your last boss would say about you?](https://www.indeed.com/career-advice/interviewing/how-would-your-boss-describe-you)
5. [What differentiates you from our other candidates?](https://www.indeed.com/career-advice/interviewing/interview-question-what-makes-you-unique)
6. Are you a morning person?
7. How would a good friend describe you?
8. Are you more of a leader or a follower?
9. [Do you have a personal mission statement?](https://www.indeed.com/career-advice/career-development/personal-mission-statement-examples)
10. What do you like most about yourself?
11. How long do you expect to work for this company?
12. [How do you keep yourself organized?](https://www.indeed.com/career-advice/interviewing/how-do-you-stay-organized-interview-question)
13. What character traits would your friends use to describe you?
14. What is your favorite movie of all time and why?
15. What are three skills or traits you wish you had?
16. [Describe your perfect company.](https://www.indeed.com/career-advice/career-development/ideal-work-environment)
17. [Do you prefer to work alone or on a team?](https://www.indeed.com/career-advice/interviewing/do-you-prefer-working-alone-or-in-a-group)
18. [What is your proudest achievement?](https://www.indeed.com/career-advice/interviewing/what-is-your-greatest-accomplishment)
19. How do you want to improve yourself in the upcoming year?
20. Who are your heroes?
21. What is your favorite memory from childhood?
22. What is your favorite website?
23. When were you most satisfied in a previous job?
24. What’s the last book you read?
25. What is the best job you ever had?
26. What is your greatest fear?
27. [What was your greatest failure, and what did you learn from it?](https://www.indeed.com/career-advice/interviewing/interview-question-what-is-your-biggest-failure)
28. What’s the biggest lesson you’ve learned from a mistake you’ve made?
29. If you won a $10 million lottery, would you still work?
30. What was the last project you led and what was the outcome?
31. How many hours per week do you normally work?
32. Do you ever take your work home with you?
33. [What three things are most important to you in your job?](https://www.indeed.com/career-advice/interviewing/what-is-most-important-to-you-in-your-next-position)
34. What is one negative thing your last boss say about you?
35. What will you miss about your previous job?
36. [Describe your work style.](https://www.indeed.com/career-advice/interviewing/what-is-your-work-style)
37. [What is your management style?](https://www.indeed.com/career-advice/career-development/what-is-my-management-style)
38. Who has impacted you most in your career?
39. What is your least favorite thing about yourself?
40. What is your biggest regret and why?
41. What are your coworker pet peeves?
42. Why did you choose your major?
43. What is your ideal company size?
44. What is a book that everyone needs to read and why?
45. Do you prefer working alone or in a team environment?
46. Do you find it difficult to adapt to new situations?
47. Do you have a mentor?
48. Explain why you’ve had so many jobs?
49. [What do you do in your spare time?](https://www.indeed.com/career-advice/interviewing/what-do-you-like-to-do)
50. Describe your top three technical skills?
51. [What causes are you passionate about?](https://www.indeed.com/career-advice/interviewing/interview-question-what-are-you-passionate-about)

**Related:**[**12 Tough Interview Questions and Answers**](https://www.indeed.com/career-advice/interviewing/tough-interview-questions-and-answers)

### Brainteasers

1. If you suddenly gained the ability to time travel, what’s the first thing you’d do?
2. If you could get rid of any US state, which would you choose and why?
3. Which is more important, creativity or efficiency?
4. Is it better to be good and on time or perfect and late with your work?
5. How many times per day do a clock’s hands overlap?
6. How many stacked pennies would equal the height of the Empire State Building?

**Read more:**[**How To Answer Brainteaser Interview Questions**](https://www.indeed.com/career-advice/interviewing/brainteaser-interview-questions)

## Interview questions with example answers

Here are several common interview questions to prepare for your next interview, including best practices and examples for answering each:

### 96. Tell me about yourself

At the beginning of the conversation, your interviewer will likely start out by asking you about yourself. They are seeking to understand your qualifications, what led you to the job and generally why you think you'd be a good fit. The key here is making your answer concise and direct, including only professional information relevant to the job. Your answer should be structured as follows:

**1. Start by describing your background with a summary of your most impressive responsibilities:** "I've been a hostess at XYZ Restaurant for just over two years where I greet and seat customers, assess wait times, fulfill to-go orders and answer the phones. I love the lively and busy environment—we often have Friday and Saturday wait times of one hour or more...”

**2. Next, briefly summarize your previous experience with key achievements:** "...Before working at XYZ Restaurant, I worked in retail as a floor associate for five years. Working in retail developed the customer service skills that make me a great hostess, offering a top-tier dining experience from the moment customers walk in the door. It also equipped me with the ability to work quickly under pressure..."

**3. Lastly, express how you found the new job and why it's a good fit for you and your goals:** "...I've enjoyed and grown in my current role, but wish to expand and utilize my customer service expertise in an elite restaurant environment. I am interested in your restaurant because of its reputation for delivering first-in-class service to your patrons in a lively, dynamic environment.”

**Read more:**[**Interview Question: “Tell Me About Yourself”**](https://www.indeed.com/career-advice/interviewing/interview-question-tell-me-about-yourself)

Image description

### 97. How would you describe yourself?

With this question, your interviewer wants to learn how your qualities and characteristics align with the skills they believe are required to succeed in the role. To answer this question, pick one to a few personal characteristics and elaborate on them with examples.

For example, if you are ambitious and driven you can say:  
“I am an ambitious and driven individual. I thrive in a goal-oriented environment where I can constantly challenge myself personally and professionally. I am always looking for an opportunity to do better and grow. These characteristics have helped me achieve success in my career. For example, I was promoted three times in less than two years in my last position.”

**Read more:**[**Interview Question: “How Would You Describe Yourself?”**](https://www.indeed.com/career-advice/interviewing/interview-question-how-would-you-describe-yourself)

### 98. What makes you unique?

Employers often ask this question to identify why you might be more qualified than other candidates they’re interviewing. To answer, focus on why hiring you would benefit the employer. Since you don’t know the other applicants, it can be challenging to think about your answer in relation to them. Addressing why your background makes you a good fit lets employers know why your traits and qualifications make you a strong candidate.

To help you prepare this answer consider the following:

* **Assets the employers finds valuable:** Review the job description for role responsibilities as well as required and desired skills, qualities, experience and qualifications. For example, if a position emphasizes cross-collaboration, you might speak about your ability to unite a team around a common goal.
* **Ways you've been successful in previous roles:** Reflect on past accomplishments and list the qualities that helped you achieve them. For example, if you received an award for your marketing skills you might share this along with the project or experience that earned you the award.
* **Traits or skills you've been praised for:** Consider your strengths and qualities commonly recognized by previous employers or coworkers. Think back to positive feedback you’ve received from performance reviews and completed projects. For example, if your employer consistently brings up your ability to motivate others in your performance reviews, it’s likely a trait they highly value and other employers would also appreciate.

**Example answer:** "What makes me unique is my ability to meet and exceed deadlines. In my previous role, my manager consistently praised me for completing my projects efficiently with a high level of quality. This allowed me to take on additional responsibilities and eventually led to a promotion."

**Read more:**[**Interview Question: “What Makes You Unique?”**](https://www.indeed.com/career-advice/interviewing/interview-question-what-makes-you-unique)

### 99. Why do you want to work here?

Interviewers often ask this question to determine whether or not you took the time to research the company and think critically about whether you’re a good fit. The best way to prepare for this question is to do your homework and learn about the products, services, mission, history and culture of this workplace. In your answer, mention the aspects of the company that appeals to you and aligns with your values and career goals.

**Example answer:** “The company’s mission to help college grads pay off their student loan debt resonates with me. I’ve been in student loan debt myself and would love the opportunity to work with a company that’s making a difference. Finding a company with a positive work environment and values that align with my own has remained a priority throughout my job search and this company ranks at the top of the list.”

**Read more:**[**Interview Question: “Why Do You Want to Work Here?”**](https://www.indeed.com/career-advice/interviewing/interview-question-why-do-you-want-to-work-here)

### 100. What interests you about this role?

Hiring managers often ask this question to ensure you understand the role and give you an opportunity to highlight your relevant skills. Study the job description carefully and compare its requirements to your skills and experience. Choose a few responsibilities you particularly enjoy or excel at and focus on those in your answer.

**Example answer:** “While I highly valued my time at my previous company, there are no longer opportunities for growth that align with my career goals. This position fits perfectly with my skill set and how I’m looking to grow in my career. I’m also looking for a position at a company like yours that supports underserved communities, which is a personal passion of mine.”

**Read more:**[**Interview Question: “Why Are You Interested in This Position?”**](https://www.indeed.com/career-advice/interviewing/interview-question-why-are-you-interested-in-this-position?)

### 101. What motivates you?

Employers ask this question to gauge your level of self-awareness and ensure your sources of motivation align with the role and company. To answer, be as specific as possible, provide real-life examples and tie your answer back to the job role and/or the company’s mission

Consider asking yourself these questions to prepare your answer:

* What did a great day at work look like in your previous role and why?
* What made you choose your profession or field?
* What prompted you to apply for the role when you read the job description?

**Example answer:** “Making a true difference in the lives of my patients and their families motivates me to strive for excellence in everything I do. I look forward to seeing my patient’s reactions when we get a positive outcome that will change their lives forever. That’s why I became a nurse and why I’m pursuing a position in pediatrics.”

**Read more:**[**Interview Question: “What Motivates You?” (With Examples)**](https://www.indeed.com/career-advice/interviewing/interview-question-what-motivates-you)

### 102. What are you passionate about?

Much like the previous question about motivation, employers might ask what you are passionate about to better understand what drives you and what you care most deeply about. This can both help them understand whether you are a good fit for the role and if it fits into your larger goals. To answer, consider this structure:

**1. Select something you are genuinely passionate about and explain why you’re passionate about it:** “As a software developer, I’m passionate about creating truly beautiful, efficient digital products to make people’s experience with technology memorable...”

**2. Provide examples of how you’ve pursued this passion:** "...One of the things I loved about my last job was witnessing the results of my team’s code update and watching as our months of work yielded positive user feedback...”

**3. Relate it back to the job:** "...Having the opportunity to lead projects from ideation through launch was one of the reasons I was so excited to apply for this role.”

**Read more:**[**Interview Question: “What are you passionate about?”**](https://www.indeed.com/career-advice/interviewing/interview-question-what-are-you-passionate-about)

### 103. Why are you leaving your current job?

There are many acceptable [reasons for leaving a job](https://www.indeed.com/career-advice/interviewing/how-to-explain-your-reasons-for-leaving-a-job). Prepare a thoughtful answer that will give your interviewer confidence that you’re being deliberate about this job change. Instead of focusing on the negative aspects of your current or previous role, focus on the future and what you hope to gain in your next position. Consider the following when crafting your response:

**1. Focus on your skills:** "I’ve been refining my project management skills with volunteer opportunities and side projects with other teams, and I received my PMP last quarter..."

**2. Keep it positive:** "...I’m looking for an opportunity where I can put those abilities to work for a mission I’m passionate about...”

**3. Relate it back to the job:** “...I was also excited to read in the job description that this role will require regular presentations to key stakeholders—one of my key motivators is the ability to connect with colleagues and communicate my team’s work, so this is an especially exciting part of this opportunity...”

**4. Provide a recap:** “...Ultimately, I’ve learned a lot in my current role, but I’m looking for the next step where I can continue to grow and use the skills I’ve honed to contribute to a company I love, and this opportunity seems to be the perfect fit.”

**Read more:**[**Interview Question: “Why Are You Looking for a Job?”**](https://www.indeed.com/career-advice/interviewing/interview-question-why-are-you-looking-for-a-job)

### 104. What are your greatest strengths?

In your answer to this question, share your most relevant technical and soft skills. While it may feel uncomfortable to talk highly of yourself, remember that this is your opportunity to tell your interviewers what makes you a great candidate—and they want to hear it. To answer, follow the formula below:

**1. Share one to a few positive qualities and personal attributes:** "I’ve always been a natural leader...”

**2. Back them up with examples:** "...I’ve exceeded my KPIs every quarter and have been promoted twice in the past five years. I look back at those successes and know that I wouldn’t have reached them if I hadn’t built and led teams composed of highly skilled and diverse individuals. I’m proud of my ability to get cross-functional groups on the same page...”

**3. Relate them back to the role for which you’re interviewing:** "...I’ve also regularly honed my management skills through 360 reviews and candid sessions with my team, and I know continuing to build my leadership skills is something I want from my next role.”

**Read more:**[**Interview Question: “What Are Your Strengths and Weaknesses?”**](https://www.indeed.com/career-advice/interviewing/interview-question-what-are-your-strengths-and-weaknesses)

### 105. What are your greatest weaknesses?

It can feel awkward to discuss your weaknesses in an environment where you’re expected to focus on your accomplishments. However, when answered correctly, sharing your weaknesses shows that you are self-aware with an interest in continued growth and learning—traits that are extremely attractive to many employers. Consider using this formula for your response:

**1. Select an actual weakness (not a strength) that is honest but professionally relevant:** "I’m naturally shy...”

**2. Add context:** "...From high school and into my early professional interactions, it sometimes prevented me from speaking up...”

**3. Provide a specific example:** "...After being a part of a workgroup that didn’t meet our strategic goals two quarters in a row, I knew I owed it to my team and myself to confidently share my ideas...”

**4. Explain how you overcame or are working to overcome it:** "...I joined an improv acting class. It’s fun and has really helped me overcome my shyness. I learned practical skills around leading discussions and sharing diverse perspectives. Now, in group settings, I always start conversations with the quieter folks. I know exactly how they feel, and people can be amazing once they start talking.”

**Read more:**[**Interview Question: “What Are Your Greatest Weaknesses?”**](https://www.indeed.com/career-advice/interviewing/interview-question-what-are-your-greatest-weaknesses)

### 106. What are your goals for the future?

Hiring managers often ask about your future goals to determine whether or not you’re looking to stay with the company long-term. Additionally, this question is used to gauge your ambition, expectations for your career and ability to plan ahead. The best way to handle this question is to examine your current career trajectory and how this role helps you reach your long-term goals.

**Example answer:** “I would like to continue developing my marketing expertise over the next several years. One of the reasons I’m interested in working for a fast-growing startup company is that I’ll have the ability to wear many hats and collaborate with many different departments. I believe this experience will serve me well in achieving my ultimate goal of someday leading a marketing department.”

**Read more:**[**Interview Question: “What Are Your Future Goals?”**](https://www.indeed.com/career-advice/interviewing/interview-question-what-are-your-future-goals)

### 107. Where do you see yourself in five years?

Understanding how you imagine your life in the future can help employers understand whether the trajectory of the role and company fits in with your personal development goals. To answer this question you can:

Describe skills you want to develop and accomplishments you’d like to achieve:

“In five years, I’d like to be an industry expert in my field, able to train and mentor students and entry-level designers alike. I would also like to gain specialized expertise in user experience to be a well-rounded contributor working with design and marketing teams on large-scale projects that make a difference both in the company and the global community.”

**OR**

Provide specific career goals including any dream roles or projects:

"Some of my future goals for the next few years include leading a design team in a formal capacity. I’m also excited about the prospect of working with product and event teams on developing streamlined processes—this is a natural fit with my project management background. I’d also like to further develop my skills in user experience to aid in creating more user-focused designs all around.”

**Read more:**[**Interview Question: “Where Do You See Yourself in Five Years?”**](https://www.indeed.com/career-advice/interviewing/interview-question-where-do-you-see-yourself-in-five-years)

### 108. Can you tell me about a difficult work situation and how you overcame it?

This question is often used to assess how well you perform under pressure as well as your problem-solving abilities. Keep in mind stories are more memorable than facts and figures, so strive to “show” instead of “tell.” This is also an excellent opportunity to show your human side and how when faced with adversity you are able to persevere.

For this question, consider sticking to the [STAR method](https://www.indeed.com/career-advice/interviewing/how-to-use-the-star-interview-response-technique):

* Situation
* Task
* Action
* Result or learning

**Example answer:** “It was the first day of my boss’s two-week vacation and our agency’s highest-paying client threatened to leave because he didn’t feel he was getting the personalized service he was promised. I spent my lunch hour on the phone with him talking through his concerns. We even brainstormed ideas for his next campaign. He was so grateful for the personal attention that he signed another six-month contract before my boss even returned from her trip.”

**Related:**[**Interview Question: "What Is the Biggest Challenge You've Faced In Work?"**](https://www.indeed.com/career-advice/interviewing/what-is-the-biggest-challenge-you've-faced-in-work)

### 109. What is your salary range expectation?

Interviewers ask this question to make sure your expectations are in line with the amount they’ve budgeted for the role. If you give a salary range exceedingly lower or higher than the market value of the position, it gives the impression that you don’t know your worth. Here are three ways to approach this response:

#### Provide a range

Research the typical compensation range for the role on [Indeed Salaries](https://www.indeed.com/salaries) and make the low end of your range your lowest acceptable salary. For example, if you require at least $50,000 annually, you might offer the interviewer a range of $50,000-$60,000 per year. Let the hiring manager know if you’re flexible.

**Example answer:** “My salary expectation is between $XX,XXX and $XX,XXX, which is the average salary for a candidate with my level of experience in this city. However, I am flexible and willing to discuss.”

#### Include negotiation options

There may be other benefits, perks or forms of compensation you find just as valuable as your salary.

**Example answer:** “I am seeking a position that pays between $75,000 and $80,000 annually, but I am open to negotiate salary depending on benefits, bonuses, equity, stock options and other opportunities.”

#### Deflect the question

If you’re early in the hiring process and still learning the specifics of the job duties and expectations, you may want to deflect the question for later in the conversation.

**Example answer:** “Before I answer, I’d like to ask a few more questions to get a better idea of what the position entails. That way, I can provide a more accurate expectation.”

**Read more:**[**Interview Question: “What Are Your Salary Expectations?”**](https://www.indeed.com/career-advice/interviewing/interview-question-what-are-your-salary-expectations)

If you’re unsure about what salary is appropriate to ask for the position you’re applying to, visit [Indeed's Salary Calculator](https://www.indeed.com/career/salary-calculator) to get a free, personalized pay range based on your location, industry and experience.

### 110. Why should we hire you?

While this question may seem like an intimidation tactic, interviewers generally ask to offer another opportunity to explain why you’re the best candidate. Your answer should address the skills and experience you offer, why you’re a good culture fit and what you believe you’d bring to the role.

One thing to remember as you’re discussing your fitness for the company with employers is that the idea of “culture fit” can sometimes be used as a way to eliminate and discriminate against candidates, however unknowingly, who don’t think, act or look like existing employees. A better alternative concept you might consider speaking to is “[culture add](https://www.indeed.com/lead/culture-fit-vs-culture-add),” or your ability to bring fresh and additive ideas and feedback to the team. Culture adds make the company stronger by diversifying the experiences and perspectives of its workforce.

**Example answer:** “My experience accurately managing inventory intake and skills in creating effective, streamlined schedules make me uniquely qualified to succeed in this kitchen manager position. I understand that you require a highly organized candidate with acute attention to detail. In my previous job, I successfully handled schedules for 20 employees and reduced food waste by 15%. I’m confident in my ability to use my organizational skills to bring efficiency and order to your restaurant.

**Read more:**[**Interview Question: “Why Should We Hire You?”**](https://www.indeed.com/career-advice/interviewing/interview-question-why-should-we-hire-you)

### 111. Do you have any questions?

This might be one of the most important questions asked during the interview process because it allows you to explore any topics that haven’t been addressed and shows the interviewer you’re serious about the role. Remember that you are interviewing the company too. Take time to [ask the interviewer questions](https://www.indeed.com/career-advice/interviewing/questions-to-ask-in-an-interview) about their own experiences with the company, gain tips on how you can succeed if hired and address any lingering questions you have. Some examples include:

* What do you love most about working for this company?
* What would success look like in this role?
* What are some of the challenges people typically face in this position?”
* How important is it that you hire someone with XYZ qualities?
* Do you have any hesitations about hiring me?

**Read more:**[**Interview Question: “Do You Have Any Questions?”**](https://www.indeed.com/career-advice/interviewing/interview-question-do-you-have-any-questions)

### 112. What did you like most about your last position?

Knowing what you enjoyed about your last position can offer employers insight to your motivations, personality and whether you will enjoy the position available. To answer this question, focus on positives, speak to work rather than people, explain how it prepared you for this new position and reasons why moving to this role is the right choice.

**Example answer:** “It was a great entry-level position at a start-up agency. Not only was I learning more about marketing, but management was also very transparent, teaching us a great deal about owning a business. It was a very collaborative atmosphere, and the team and I worked together on almost every project. Everyone's weak point was countered by another's strong point. I learned more working there than I ever did in college, and I'm excited to apply these skills to a new position.”

**Read more:**[**Interview Question: "What Did You Like Most About Your Job?"**](https://www.indeed.com/career-advice/interviewing/what-did-you-like-most-about-your-job)

### 113. What did you like least about your last position?

This question can tell employers about types of work you enjoy, your experience level with certain workplace scenarios and whether or not you would be a good culture add. Avoid saying anything negative about your former employer, managers or colleagues. Don’t mention any aspects of your last role that you’re aware would be part of this role. Make your answer about your career growth and enthusiasm for joining their organization.

**Example answer:** “While I enjoyed my time learning and growing in my last job, there was a lack of opportunity in the way I wanted to progress in my career. I deeply enjoy being challenged and getting better at what I do, which I understand is a top priority for managers at your organization. That’s why I’m excited to continue having conversations about this opportunity.”

**Read more:**[**Interview Question: "What Did You Like Least About Your Last Job?"**](https://www.indeed.com/career-advice/interviewing/interview-question-like-least-about-last-job)

### 114. How do you handle stress?

How you handle stressful situations is an indicator of your ability to solve problems. Employers want to hire candidates who react to stress constructively, so it’s important that your answer to this question demonstrates personal growth.

Spend some time thinking about your response to stressful situations and provide an example that communicates your abilities around perseverance, resilience and stress management.

**Example answer:** “I’m able to stay calm when I focus on the bigger picture and break down my projects into smaller tasks. I always start by asking myself, “What is the ultimate goal I’m trying to achieve?” From there, I make a list of immediate and long-term action items with achievable but ambitious deadlines. Even if the big project is due tomorrow, I ask myself, ‘What’s something I can tackle in the next 30 minutes?’ Before I know it, I’ve made significant progress and that impossible project doesn’t seem so impossible.”

**Read more:**[**Interview Question: “How Do You Handle Stress?”**](https://www.indeed.com/career-advice/interviewing/interview-question-how-do-you-handle-stress)

### 115. What is your greatest accomplishment?

It’s easy to get hung up on figuring out your single most impressive accomplishment. Instead, think of a few achievements that showcase your work ethic and values. If you can, pick examples that also tie back to the job you’re applying for. The [STAR method](https://www.indeed.com/career-advice/interviewing/how-to-use-the-star-interview-response-technique) is a great tool to ensure you highlight the parts of your story that employers want to hear.

**Example answer:** “In my last role, I managed all social media content. I noticed other brands were experimenting with videos and seeing great engagement from their customers, so I asked my boss if we could do a low-budget test. She agreed, so I produced a video cheaply in-house that drove double the engagement we normally saw on our social channels. It also drove conversions with 30% of viewers visiting our website within a week of seeing the video.”

**Read more:**[**Interview Question: “What Is Your Greatest Accomplishment?”**](https://www.indeed.com/career-advice/interviewing/what-is-your-greatest-accomplishment?)

### 116. What is your teaching philosophy?

This isn’t a question solely for those applying to teaching positions. Employers may ask this of anyone who might be leading or teaching others. Your response will allow employers to gauge your personal skills and if you would be a good culture add. A good answer will concisely identify what you think teaching should achieve and include concrete examples to illustrate your ideas.

**Example answer:** “When it comes to managing people, my teaching philosophy is to start by asking questions that hopefully get the person to come to a new conclusion on their own. This way, they feel ownership over the learning rather than feeling micromanaged. For example, in my last role, I was editing an article written by a copywriter I managed. The story didn’t have a clear focus or hook.

In a one-on-one meeting, I asked her what she thought was the main point of the article if she had to sum it up in a sentence. From there, I asked if she thought the focus was clear in the article. She didn’t think it was clear and instead thought she should rework her introduction and conclusion. As a result, the article improved and my direct report learned a valuable writing lesson that she carried into her future work.”

**Read more:**[**Interview Question: “What is Your Teaching Philosophy?”**](https://www.indeed.com/career-advice/interviewing/what-is-your-teaching-philosophy?)

### 117. What does customer service mean to you?

If you’re applying for a public-facing role, an employer may ask this question to determine what aspects of customer service are most important to you. . A good answer will align with the company’s values, which you can glean through researching their customer service policy, understanding their products and clientele and reflecting on your own experiences as a customer. Your answer can either come from the perspective of a customer or a customer service provider.

**Example answer:** “In my experience, good customer service involves taking responsibility when something goes wrong and doing what you can to make it right. For example, on a recent flight, I had pre-ordered my meal only to discover they didn’t stock enough of my dish. Instead of simply stating the facts, the flight attendant apologized sincerely and offered me a free drink or premium snack. To me, this apology went a long way in smoothing things over. The freebie was a bonus that made me feel valued as a customer and choose the same airline for my next flight.”

**Read more:**[**Interview Question: “What Does Customer Service Mean to You?”**](https://www.indeed.com/career-advice/interviewing/what-is-customer-service?)

### 118. Tell me about your work experience

An interviewer may or may not already be familiar with your background. Regardless, this question gives you the chance to detail your experiences that are most valuable to the prospective role. Employers want to know that you’ve reflected on their expectations for a qualified candidate and that you have directly relevant or transferable skills. Consider these tips for answering:

**1. Quantify your experience:** “I have 10 years of experience in personal finance management, and I have assisted 45 repeat clients in increasing their capital by an average of 15% every year.”

**2. Illustrate connections to role:** ”As a financial analyst, I’ve used visual growth charts to show my clients how each saving plan option can impact their goals. When I became a senior financial analyst, I supervised other analysts and trained them in providing the most helpful experience to our customers.”

**3. End with a goal statement:** "As your senior financial consultant, I aim to integrate my individualized approach to helping clients build the retirement fund they will depend on.”

**Read more:**[**Interview Question: “Tell Me About Your Work Experience”**](https://www.indeed.com/career-advice/interviewing/interview-question-tell-me-about-your-work-experience)

### 119. How do you define success?

Employers ask this to help them understand how your definition of success influences your goals and how you measure them. A good answer will show that you know how to define and measure goals and you’re willing to challenge yourself and work hard to meet them.

Consider your proudest achievements, your long and short-term successes and how the company you’re interviewing with views success. Give specific examples of how you’ve succeeded in the past.

**Example answer:** “I define success as fulfilling my role in my team and in the company. I work toward completing my individual duties as effectively as possible, balancing that with professional growth and contributing to larger organizational goals. In my previous role, success meant exceeding weekly metrics, implementing processes that supported the company’s KPIs and meeting quarterly professional development goals.”

**Read more:**[**Interview Question: "How Do You Define Success?"**](https://www.indeed.com/career-advice/interviewing/interview-question-how-to-define-success)

### 120. How do you work under pressure?

Many jobs involve moments when, for varied reasons, there are unexpected situations that require swift action. The ability to stay calm, think logically and act correctly in such a scenario is a major asset.

This is another good instance of when to use the STAR method to talk about a specific time you were faced with a challenge, might have succumbed to stress but managed to calmly find a solution.

**Example answer:** “Throughout my career, I’ve discovered how to embrace working under pressure. I find that routine can make us complacent, so I try to look for challenges that push me to grow.

One time, I was supposed to deliver a project to a client in five days. A colleague who was working with another client had the same deadline, but he had to take a leave of absence due to personal reasons. I was forced to take up both projects at the same time. While I felt an initial sense of panic, I tried to reframe it as an opportunity to see what I might be capable of. Instead of letting the stress get to me, I came up with a very detailed time management plan and found new ways to boost my efficiency that enabled me to deliver both projects on time.”

**Read more:**[**Interview Question: "How Do You Work Under Pressure?"**](https://www.indeed.com/career-advice/interviewing/interview-question-how-do-you-work-under-pressure)

### 121. What is your dream job?

Employers typically ask this question because they want to ensure that your interests and passion align with their job. A good answer will describe a role that matches the one you’re interviewing for. Consider using this formula for your response:

**1. Mention the skills you want to use:** “I enjoy guiding other team members on projects and making sure everything goes smoothly..."

**2. Describe a job in general:** "...My dream job would be a leadership position where the other team members are active participants and communication happens daily...”

**3. Discuss your values:** "...I love seeing a project through to the end and celebrating everyone’s hard work...”

**4. Tailor to the job for which you are interviewing:** "...For instance, if you’re applying for a leadership position, you might discuss how your dream job would include supervisory responsibilities."

**Read more:**[**Interview Question: "What Is Your Dream Job?"**](https://www.indeed.com/career-advice/interviewing/interview-question-what-is-your-dream-job)

### 122. What can you bring to the company?

This question is similar to, “Why should we hire you?” A strong answer will demonstrate the skills you have to be successful in this role as well as your potential to bring a new perspective to the business.

Research the company in-depth to understand its culture and business needs. Explain why your skills, experience and characteristics uniquely position you to advance organizational objectives. Use an example from your work experience that speaks to your skill set.

**Example answer:** “My problem-solving abilities allow me to work extremely well under pressure, which I understand is a common occurrence in this role. In a previous position as the purchasing lead, I had to decide which supplies to order to stay within the budget, but I had a limited amount of time to make a decision. I quickly created a spreadsheet that helped me compare manufacturers’ prices and was able to order the necessary supplies on time and within our budget. I used the spreadsheet throughout the rest of my time with the company to help them save over $500,000. I will bring the same interest and motivation for making an impact here at ABC Company.”

**Read more:**[**Interview Question: "What Can You Bring to The Company?"**](https://www.indeed.com/career-advice/interviewing/what-can-you-bring-to-the-company)

### 123. How do you handle conflict at work?

Employers ask this question to gauge how you interact with various stakeholders or colleagues of differing opinions. Often, being the right person for the job involves more than just hard skills, hiring managers also value candidates who can collaborate with others and [approach conflict in a productive way](https://www.glassdoor.com/blog/guide/how-do-you-deal-with-conflict/).

A good answer will discuss a time you encountered a conflict with a colleague, client or manager and maintained the patience to resolve it. It’s important to relay what you learned—how you grew personally and professionally—as a result of the experience. Use the STAR method to construct your response.

**Example answer:** “I was working as a project manager on an IT project, and one technician was constantly late finishing tasks. When I approached him about it, he reacted defensively. I kept calm and acknowledged that the deadlines were challenging and asked how I could assist him in improving his performance.

He calmed down and told me that he was involved in another project where he had to do tasks that were not in his job description. After a meeting with the other project manager, we came to a resolution that alleviated the technician’s workload. For the remainder of the project, the technician delivered great work.

I learned that you don’t always know what others are experiencing and by keeping that in mind, I can better navigate conflict and be a more helpful and supportive colleague.”

**Read more:**[**Interview Question: "How Do You Handle Conflict in the Workplace?"**](https://www.indeed.com/career-advice/interviewing/handle-conflict-in-workplace)

### 124. Why are you interested in this position?

Interviewers typically want to be sure that you applied for this job because you’re genuinely interested in it. Avoid voicing concerns about your current position or company—negative comments about your employer are often interpreted as unprofessional. A good answer will positively frame your transition and communicate your desire to grow in the role you’re interviewing for.

Research the role and company ahead of time to understand how it relates to your background. Ask yourself questions such as, “How will this position help me advance in my career?”, “How does the position align with my future goals?” and “What makes me a good fit for this company or role?”

**Example answer:** “While I highly valued my time at my previous company, there are no longer opportunities for growth that align with my career goals. This position fits perfectly with my skill set and how I’m looking to grow in my career. I’m also looking for a position at a company like yours that supports underserved communities, which is a personal passion of mine.”

**Read more:**[**Interview Question: "Why Are You Interested in This Position?"**](https://www.indeed.com/career-advice/interviewing/interview-question-why-are-you-interested-in-this-position)

### 125. What skills would you bring to the job?

While this is similar to questions like, “Why should we hire you?” or “What can you bring to the company?” it allows you to be more specific about your work ethic, style and unique abilities as it relates to the role.

An impactful answer will discuss your hard and soft skills and use the STAR method to illustrate how your unique skills might benefit the team or organization.

**Example answer:** “I can make anyone feel comfortable in a new environment, which makes me a good fit as a human resources assistant. In my previous position, a new employee came to me and told me that she didn’t think she was right for the company culture. After talking to her for a few minutes, we realized that she felt too much pressure to participate in company events. I started introducing events that involved fewer competitions and more casual environments, and she quickly grew more comfortable with her team.”

**Read more:**[**Interview Question: "What Skills Would You Bring to the Job?"**](https://www.indeed.com/career-advice/interviewing/interview-question-skills-to-bring-the-job)

## How to prepare for an interview

Use these questions and example answers to prepare for your interview by making them your own and tailoring them to fit your experience, the job and the company you’re interviewing for. It’s important to get comfortable with what you could be asked and understand what a good response might be.

Much like preparing for a test in school, the best way to succeed in your interview is to study and practice. Research the company and the job, and practice your talking points until you feel confident about your answers. The more you prepare, the more likely you are to leave a lasting impression and outperform fellow candidates. Come equipped with examples of work from previous jobs, as well as ideas for the new job. Try and make the interview as conversational as possible by showing genuine interest in the job, company and your interviewer.