

## **Behavioral Interview Question: Team Dynamics**

Teamwork is essential in the software industry and many interview questions are designed to let the interviewer learn more about how you work in teams and how you resolve conflicts. Your job is to interview someone about a team project on their resume, paying specific attention to what conflicts they encountered and how they resolved these problems. You may also want to talk about how they split the work apart – even if they didn't run into any trouble, it's interesting to learn how they tackled a large problem.

Here are some sample questions you can ask:

- “How did you split the work up amongst your group? Did you think it was fair?”
- “Did everyone in the team pull their own weight? Or did you feel that some people contributed more than others?”
- “Did you encounter any problems working in a team? If so, tell me about one of them and how you resolved the problem.”
- “How did the team dynamic in this group compare to other teams you've worked on? Did anything work particularly well or particularly poorly?”
- “If you had to do this project over again, knowing what you know now, how would you distribute the work? Would you do anything differently?”