

Interview questions and answers

1) Tell me about yourself

Include:

1. Personal Introduction: Start with a brief introduction about yourself, mentioning your name and any relevant personal information such as where you're from or where you currently reside.
2. Professional Background: Provide a summary of your professional experience, highlighting your most recent or relevant positions. Mention your job titles, the companies you've worked for, and the industry sectors you have experience in.
3. Key Skills and Expertise: Discuss your core skills and areas of expertise that are relevant to the position or context in which you are introducing yourself. Emphasize the skills that align with the requirements of the role or showcase your strengths.
4. Accomplishments: Highlight some notable achievements or accomplishments from your career that demonstrate your abilities and the impact you've made in your previous roles. This could include specific projects you successfully completed, awards you received, or any quantifiable results you achieved.
5. Educational Background: Mention your educational qualifications, such as degrees or certifications, particularly those that are directly related to the position or industry you're currently involved in.
6. Career Interests and Goals: Briefly discuss your career aspirations and what motivates you professionally. This can help provide context and demonstrate your alignment with the opportunity you're pursuing.
7. Personal Interests: Optionally, you can share a few personal interests or hobbies that are relevant to the conversation or help create a well-rounded impression of yourself. This can help establish common ground or showcase your personality outside of work.

2) Describe Who You Are

Possible answers to this question can be:

1. I am a very positive and practical person. Definitely the one to fill the glass of water when there is a debate on whether it is half empty or half full! This means, I spend little time brooding over an issue and instead, try to find solutions. When the start-up I was working for started losing a lot of money because of a bad collaboration, there was a lot of debate on whose idea it was, had they thought of this consequence. I took myself away from the chaos, sat by myself for 20 minutes, wrote down ideas and called for a short meeting. Were all my ideas implemented? No. But it paved the way for us to start thinking forward immediately and got everyone out of the shock. I just pushed people to start asking the right questions. This quality sets me apart.
2. I have an excellent academic background and have worked on stellar projects in my previous companies. I always strive hard to get my job done, which automatically equates to the fact that I am highly task oriented and can work just as effectively by myself, as I can in teams. My present manager would vouch for the fact that I have never missed a deadline and clients love me for it! I always hand over work before the deadline, so there is time for feedback and revisions.
3. I am a highly self-motivated person and if given a chance, I can demonstrate the same on job.
4. I am a keen listener. In some ways, people expect me to do less as I don't really talk too much but it gives me the opportunity to do more! In this job, listening to your customers is half the job done. I describe myself as 'attentive'. I pay close attention the needs of my

customers, to the opinions of my peers and manager and to the little details that eventually paint the bigger picture.

5. I am a hard-working individual and extremely detail oriented.
6. I am a great communicator. I love interacting with people, asking questions and constantly growing my knowledge. At the same time, I love sharing my ideas and experiences with others.

3) What are your strengths?

Don't just talk about your strengths, your interviewer genuinely wants to know about your strong points.

Possible answers could be:

1. I am passionate towards my work and also a good listener, which means, I take my instructions seriously.
2. I am not a person who leaves things midway. I never lose focus, even if I am under stress or have stringent deadlines to meet.
3. I have the requisite skills to make your risk worth it. Chatting less and letting my work do the talking, is my motto.
4. I've been told that I'm a very good manager. My team tells me that I give them a lot of freedom in how to do their work, which they really appreciate. They also say that I'm really enthusiastic, so when we're faced with too much work, they tell me that my manner really helps to keep them motivated and calm.

4) What is your greatest fear?

Don't simply talk about your weaknesses, your interviewer genuinely wants you to talk about your loopholes! Try to resist the urge to give him/her more points to reject you. Answer diplomatically.

You can answer this: I work too hard sometimes and care too much about my work. I take my tasks back home and work even during the weekends. So, I have begun to reach out to my colleagues for ready-to-use workarounds so that I can give more time to my family.

5) Explain the difference between group and team. Are you a team player?

Yes, I am. Though I am currently in an IC (individual contributor) role, I like working with others as personally, I am social and outgoing.

I like to nurture and build team spirit. At least once a month we go for team lunch or host team parties and generally, I am in charge of the fiancés from the pool fund.

In case there is no budget left in some month, I ensure a potluck lunch.

Being a senior in the team, I keep my eyes and ears open to understand the needs of all the others, especially my juniors and freshers.

We help each other focus on what really matters, instead of getting bogged down with irrelevant pressure.

My strong communication skills help me coordinate between different team members and resolve further issues.

6) What is your ideal company or workplace?

1. My ideal workplace or company is a fair one that values my contributions even as a fresher and encourages me to speak up and share my ideas. It is a place where I can be myself, while working towards a greater goal.
2. My ideal company is the one which can bring forth exciting challenges. Such opportunities will bring out the best in me as I can use my interests and experiences to grow.

I like my present workplace as it offers all this along with a clean and professional work atmosphere, and more.

But I am looking forward to a company that is actively involved in social welfare, and your organization does exactly that.”

7) How do you feel about working weekends and night shifts?

1. I have no issues working during weekends and at night, provided I get enough compensatory offs to relax and wind down.
2. Sir, my body clock has got tuned into regular weekday shifts from 9 to 6. I am not comfortable working nights and weekends on a regular basis, unless there is some urgent deliverable or a resource crunch in the team, I will surely pitch in. But working odd shifts is not good for the mental and physical health of employees and I hope you understand the same. Yet, if the company needs my presence mandatorily at night or during the weekend for continued growth and success, I will definitely work for it.

8) Where do you see yourself 3 years from now? or Where do you see yourself in 5 years?

1. My current goal is to find a career spot that ensures continued growth alongside new challenges daily. 3 years from now, I see myself as an experienced and reliable senior in the team and 5 years from now, I assume that I will be ready to take up managerial responsibilities like product strategy. I want to have a stable career in a single organization and hope I will get the same wherever I start.
2. I see myself working for a reputed organization, at a strategic position with budgeting power, good remuneration, and minimal interference.

9) How quickly do you adapt to new technology?

I can adapt quickly to new circumstances. Since I am clear about my job role and I am mentally prepared to take up challenges, I feel I have the capacity to learn fast and apply my new knowledge.

10) Are you open to take risks? or Do you like experimenting?

1. It is always good to venture into new waters and new technologies.
I am a very adaptive person and my diligence helps me pick up new stuff quickly.
Experimenting or taking risks can yield both good and bad results, but the exercise in itself is a great learning experience.
Such experiences generate experts and I want to become an SME or a JAVA subject matter expert someday.
2. This is a good question and a complex one. My answer would be both a No and a Yes.
Personally, I like to experiment with new things, but I keep all my past mistakes in mind before taking a shot at a brand-new project. For example, carpentry is my hobby and I love to build small furniture pieces with my new toolkit, which was a gift from my brother. But I will never venture into a complete home renovation project with that little kit!
What I mean to say is that baby steps are fine, but I will not jump off a cliff at once.

11) What are your future goals? Tell me about your short term and long-term goals.

My short-term goal is to join a reputed company, like yours, where my job role would allow me to apply my knowledge and key strengths.

I want to get recognized for my contribution to the company in the long-run.

12) How do you respond to change?

1. I am patient, persistent, practical, and always positive. This helps me cope up with change smartly.
2. I try to stay focused on what I am and what I need. This helps me respond to change effectively.

13) Why Should We Hire You?

This is another one of the many HR interview questions for freshers that most people fumble at. However, it is extremely easy to understand the answer to such types of HR interview questions for freshers. They aim to understand how you would fit into the company, so talking about its ethos and values is a good start.

The answer can be: Sir/ Ma'am, as you must have figured from my resumé I am a fresher in this line of work. However, I believe this puts me at an advantage as I will bring to your company the urge and the dedication to learn new things and put them to use. I may not possess the practical knowledge in this field.

However, throughout college, I persisted in learning in-depth about the topics and developed a deep theoretical understanding of important topics used in this field.

14) What are Your Strengths?

1. I am a good communicator who has helped me take on leadership roles in my college.
2. I am a keen observer acutely aware of people's problems and their strengths.
3. I flourish when I work with a team that is given a particular task to be done within specified period.
4. I am a quick learner and go out of my way to ask questions to better my understanding.
5. I always try to positively influence people and spread joy around me.

15) What are Your Weaknesses?

1. I am a perfectionist and am obsessed with attention to detail. This sometimes derails me off the project as I begin to address small issues within the projects minutely.
2. To grow fast in my career, I take on more responsibilities than I can handle.
3. I thrive on feedback on my performance. If I don't receive them, I sometimes miss my mark and drift in the way I've been working.

16) What are your goals and aspirations in life?

Currently, my short-term goal is to nail this interview and get placed in a reputed company like yours, and my long-term goals are to climb up the ladder and see myself as a respectable executive within the company.

17) Do you think you are overqualified for this position?

Sometimes, during an HR interview, answering questions for freshers becomes challenging. This is a commonly asked interview question that interviewers use as an example to test the humbleness of an interviewee. Here, they ask you to think about what you would rate your skills. While some people think it's better to say no, you can try providing a positive response. Answer: Yes, I do believe I am overqualified. However, I always think that there is always something to learn everywhere. And I see a lot of exposure that I can gain for my development with your organization. So, I do not mind taking a low job to learn more.

18) What motivated you to do your job well?

These types of HR interview questions for freshers hinder the area of your motivation.

Answer: I am always motivated to do a task to the best abilities. My father had told me at a young age that whenever you do a task with your name attached to it, you must do it with 200% dedication because it might continue to live longer than you. You must do it to the best abilities for it to be memorable.

19) Who is your inspiration?

This is one of the HR interview questions for freshers where almost everyone gives the name of some celebrity or life coach who has helped millions of people do good work. Or they might use the name of the company CEO to impress the interviewers.

However, your answer should be unique and guaranteed to impress your interviewers.

Answer: While there are countless individuals that I have met in my life who can be a source of inspiration for me- from my teachers to my parents however the biggest inspiration I get is from myself. You see, I try to picture myself in 10 years and create an image of my life there and work tirelessly to reach that image. However, I have already constructed another image for myself as I reach that image, which is ten years away. So, I always try to achieve higher than what I have made for myself and that picture of me in 10 years keeps me motivated.

20) Do you have a problem if we relocate you?

This HR interview question and answer for freshers tests the comfortability of the many changes that the company will bring to your life. The biggest is that it might ask you to move from your hometown to a completely different city in a different part of the country.

Answer: I've always had an urge to travel the world since my childhood. So, I don't think relocation will be a major problem. It will be an adventure that I will look forward to. Though I will miss my family and friends back in my hometown, the internet world has made it easy to stay connected from any part of the country.

21) How would you differentiate between confidence and overconfidence?

This is one of the popular HR round questions for freshers. The purpose of asking this is mainly to judge your self-awareness and how well you can put it into words in your answer.

Answer: I believe confidence is the trust we have in ourselves and our ability to complete a task. Overconfidence is the ego within us that surfaces when we think too highly of ourselves and begin to exaggerate our abilities.

22) What do you think is creativity?

Usually, if your job profile is artistic, you will be asked some questions by HR to judge your creativity level.

Answer: Creativity, I believe, is in each one of us, from the drawing of a car by a 3-year-old to the famed Michelangelo of the Sistine Chapel. Creativity comes to us the minute we open our eyes and see the world as we only fixate on what attracts our attention.

23) Tell us about your hobbies and interests outside of work.

You answer this HR question for freshers creatively which will help you create a good impression on the interviewer and make the interview much more interesting for you.

24) What do you expect from our company?

Answer: My primary aim is to learn from the company. So, I expect a lot of feedback on my work. As I had explained, I thrive on feedback as I understand the things I am doing wrong and, therefore, can put my mind to making them right.

25) Where do you see yourself in 10 years?

Answer: 10 years, I see myself in a leadership position at your firm. I'm hoping to not only gain more knowledge in my domain but also become an inspiration to my subordinates. I want to be able to mentor or guide people. Hence, being in a leadership position will help me achieve this goal.

26) Do you have any questions for us?

This is one of the crucial HR interview questions for freshers. So, it would be best if you did not let this opportunity get out of your hand. It would be best to ask any questions that pop up in your head about the company or go with this answer.

Answer: I would like to know what qualities you look for in a fresher applying for this position. And if you can give me some suggestions or advice for my career at your firm.

27) What Skills do you think you need to develop to succeed in this job position?

You need to answer this question tactfully, as, through this question, HR will judge whether you are willing to develop your skills for better performance or will stay in the same position.

Answer: As freshers, you are more than willing to upskill yourself and learn X, Y, and Z skills (skill names) required for this role and improve your ability to perform better.

28) What do you expect from your first job?

HRs ask this question to gauge your interests and what difference you bring to the table as fresher. Your answer will show your vision and strategy for your first job.

Answer: I expect my first job to be full of learning and new experiences. I would like to learn and gain practical experience from my colleagues and seniors to do my job well and give positive results.

29) Can you handle criticism?

This question is asked to know your reaction and your views in a situation where you face criticism on the professional front or have a different opinion from others. So, answer this question after thinking.

Answer: I will accept any constructive criticism positively, and when faced with a situation of a different opinion, I would like to hear the other party's opinions. And after putting my opinions and understanding the difference of views, we can discuss and come up with a solution.

30) Why should we hire a fresher and not an experienced person for this job role?

Never try to deride an experienced professional while answering this question, instead, highlight your skills and abilities. Be confident in your knowledge and stay positive, because there is a reason why you have been called for the interview.

Answer: I, as a fresher, consider myself the best choice for this position because I can bring various new ideas to the table, have more flexibility in terms of doing work, and I also consider myself more adaptable to dynamic changes in our industry.

31) What are your salary expectations?

This is a common but tricky question that employers ask to gauge your suitability and expectations for the role. Here are some tips on how to answer it effectively:

Do some research before the interview on the average salary range for the position and the location. You can use online tools like Indeed's salary search tool or Glassdoor to find relevant data and benchmarks.

Avoid giving a specific number or a narrow range, as this may limit your negotiation power or price you out of the job. Instead, provide a broad and realistic range based on your research

and your experience level. You can also mention other factors that influence your salary expectations, such as cost of living, benefits, and career growth opportunities.

Express your flexibility and openness to negotiate, and show your enthusiasm and interest in the role and the company. You can also ask the employer about their budget or salary range for the position, and use that information to adjust your answer accordingly.

How to Answer this question ?

Thank you for asking me this question. I understand that salary is an important factor to consider when hiring a new employee. Based on my research and my experience as a fresher in the field of computer science, I would expect a salary range of Rs. 4 to 6 lakhs per annum for this role. However, I am flexible and willing to negotiate depending on the overall compensation package, the scope of the role, and the opportunities for learning and growth within the company. I am very interested in working for your company and I believe that I have the skills and qualifications to excel in this position. Could you please tell me what is the salary range that you have in mind for this role?

32) What are your career goals?

Before the interview, think about your short-term and long-term career goals. Short-term goals are what you want to achieve in the next one to three years, and long-term goals are what you want to achieve in the next five to 10 years or more. Your goals should be SMART: Specific, Measurable, Achievable, Relevant, and Time-bound.

33) How do you stay organized and manage your time effectively?

Answer : I keep things organized using digital tools like calendars and to-do lists. I prioritize tasks to focus on the most important ones first. Regular progress checks and adapting my schedule as needed help me stay on track. For group projects, I use collaboration platforms to coordinate tasks. This proactive approach keeps my work efficient and ensures I meet deadlines effectively.

34) What are your technical skills and how do you stay updated?

Prepare for the interview by reviewing the job description and matching your technical skills to the requirements. During the interview, list your skills and share how you gained and applied them, offering examples of your impact. Explain how you stay updated using specific sources and methods, citing examples of how you've used them to enhance your knowledge and performance.

35) How do you handle criticism or feedback?

Answer : I see feedback as a chance to grow. When I get criticism, I listen, stay open-minded, and focus on learning from it. I take proactive steps to improve, whether through more research or seeking guidance. I actively ask for feedback, considering it a valuable tool for my development.

36) Are you comfortable working independently and taking initiative?

Answer : Yes, I am comfortable working independently and taking initiative. Throughout my academic journey and personal projects, I've developed a proactive approach to tasks. I enjoy taking ownership of my work, setting goals, and ensuring deadlines are met. I believe that being self-motivated and taking initiative are essential qualities that contribute to both personal and team success.

37) How would you approach a task you've never done before?

Answer :I tackle new tasks by breaking them down, researching, and seeking guidance. I create a plan, stay open to feedback, and adjust as needed. It's all about learning and adapting to ensure success.

38) How would you handle a difficult customer or client?

Answer: I would handle a difficult customer or client with patience, empathy, and a problem-solving mindset. First, I'd actively listen to their concerns, showing that I understand and value their perspective. I'd then work to find a solution or offer alternatives to address their issues. If necessary, I would involve a supervisor or relevant team members to ensure a comprehensive resolution. The key is to remain calm, professional, and focused on turning the challenging situation into a positive experience for the customer or client.

39) Describe a time you had to deal with a conflict at work.

Answer : In my academic projects, I faced conflicts within the team. One time, we disagreed on the project approach. I resolved it by Supporting open communication, listening to everyone, and finding a compromise. It taught me the importance of teamwork and effective communication, skills I'm ready to bring to a professional setting.

40) Tell me about a time you had to collaborate effectively with people from different backgrounds.

When responding to the question about collaborating effectively with people from different backgrounds during a job interview, follow these steps using the STAR method (Situation, Task, Action, Result):

Situation (S):

Begin by describing the context or scenario where you encountered diverse backgrounds.

For example: "During my internship at a global tech company, I was part of a cross-functional team working on a product launch."

Task (T):

Explain the specific task or project that required collaboration across diverse backgrounds.

Example: "Our team consisted of engineers from India, designers from Sweden, and marketing specialists from Brazil."

Action (A):

Detail the steps you took to collaborate effectively:

Active Listening: "I actively listened to team members' perspectives, considering cultural nuances."

Adaptability: "I adapted my communication style to bridge language and cultural gaps."

Respect: "I respected different work styles and valued each team member's expertise."

Conflict Resolution: "When conflicts arose, I facilitated open discussions to find common ground."

Shared Goals: "We aligned around shared project goals and celebrated our diverse contributions."

Highlight any specific challenges you faced and how you overcame them.

Result ®:

Share the positive outcomes:

Our product launch was successful, and we received positive feedback from global clients."

Collaborating with diverse backgrounds enriched our creativity and problem-solving."

I learned valuable cultural insights and built lasting professional relationships."