

Personal Interview Question and Answer

Q1. Please tell us something about yourself/ Introduce yourself to us.

This is how most of the interviews begin. This question is intended to check your communication skills, know your confidence level, and see how well you present yourself. Here's what to do when answering this question:

- Frame a personalized answer and tell the interviewer about your educational background, achievements, skills, your family background, etc.
- Refrain from saying things that are already in your CV and keep the introduction short and interesting.
- If possible, subtly direct the conversation towards the skills you have that are in line with the job description.

Q2. Describe yourself in one word.

This question is simple yet very tricky. Even though this is a common question, the interviewer expects your answer to be spontaneous. You can describe yourself as balanced, logical, flexible, curious, a go-getter, etc.

However, whatever attribute you choose, be ready to explain the same to the interviewer. You can also substantiate your point through a real-life example.

Q3. Tell us about your strengths and weaknesses.

This is one of the tricky but very commonly asked fresher interview questions. The interviewer wants to determine your suitability for the role being offered and how well you can operate under stressful conditions that you may face daily. Therefore, you need to be very careful while answering this question. Here's a few pointers:

- While stating your strengths, focus on the qualities required for the job.
- In-depth knowledge about a subject, being a keen learner, good time management, leadership qualities, and team spirit can be some of the strong points that you can state.
- When it comes to discussing your weaknesses during an interview, it won't be appropriate to say that you do not possess any. It might make you seem arrogant. Hence, when asked about your weakness, select something that doesn't hamper your chances of getting the job role.
- For example, your fear of insects or maybe your love for sweets are examples of safe answers.
- If you do happen to share any weakness related to your nature/attitude, make sure that you let the interviewer know that you are working towards overcoming your weakness.

Q4. Why did you apply for this job/ What attracted you to this role?

To answer this question, you need a complete understanding of the job description. With this question, hiring managers are evaluating if you've thoroughly researched the company and the role. List out why you found the job interesting and how your skillset matches the desired skills.

Here are a few tips to keep in mind when answering this question:

- You can opt for either of the 3 or, a combination of these reasons for joining the organization: Professional, Cultural, or Personal reasons.

- Focus on the company/role and align it with your skillset.
- Highlight your long-term goals. • Be confident.

Q5. What are your hobbies?

By asking this question the interviewer intends to judge your personality. You can go ahead and give a personalized answer. Share any hobby that you might be into. Painting, creative writing, coloring, reading, learning a new language, or anything else that interests me. However, keep the following two crucial things in mind when sharing a hobby:

- Don't make up a hobby or choose an option that you can't back up with an example. **For example**, if you mention reading as a hobby but can't name any books when asked, it will not bode well for you. Authenticity is always better than false answers.
- Ensure that the hobby you state doesn't interfere with your work life. **For example**, stating that you enjoy binge-watching shows may indicate you compromise on work for entertainment. Instead, you could say you enjoy watching shows when you have free time.

Q6. Where do you see yourself in five years OR What are your long-term goals?

This is another tough nut from the list of fresher interview questions. This is where the interviewers want to understand about your plans for the future. The safest way to take this question is by putting forward the optimistic ambitions that you have planned for the future and how the current job role can help you achieve them.

For example: in case you plan to grow in the marketing domain, try and convince the interviewers how the current job role will provide you with the necessary skills.

Q7. Why do you want to work with this company?

This question has a clear intention. The interviewer wants to know how much you know about the company. So it is best to research well about the organization. Understand the strength of the company and underline the same in your answer stating how it can help your career grow.

Q8. Tell us what you know about our organization

This question is similar to the above question. Reading about the company beforehand and understanding its journey will give you an edge. This question also judges your preparation level for the interview and shows your seriousness regarding the job.

Thorough research about the company and its work will come in quite handy for you to deal with such questions.

Q9. Do you have any idea about our biggest competitors?

This question again requires research about the company. You must know the domain where the company operates and have some understanding of the competitors/companies operating in the same domain and offering quality services.

Carefully understand the space the organization works in so that you don't mistake the competitors.

Q10. What motivates you to do a good job?

Interviewers want to know what keeps you going so they can better understand if your work style and values align with the company culture. However, there is no right or wrong answer to this question. It is an open-ended question.

To answer this question, mention the factors that keep you motivated. They may be job satisfaction, professional achievement, curiosity, or the motivation to gather new skills.

Also, through this question, the interviewers want to know if you are satisfied with the role being offered to you. Let them know what you are looking for in the job or the company culture.

Q11. What is an ideal job for you?

This is again a tricky one. Just avoid mentioning any job that is not related to the one you are being offered. Give an open-ended answer such as a job that helps you polish your skills and achieve your future goals would be an ideal one.

Q12. What is the difference between a group and a team?

This is another question that can be prepared well in advance. You can say that a set of people who stay together without any goal or purpose is classified as a group. On the other hand, when people have a common goal and work hard towards achieving it, they can be called a team.

If a work is assigned to a group, then each member will work on their part, without any coordination with the other group members. However, in the case of a team,

responsibility is shared collectively and the members cooperate and coordinate with each other at all times.

Here's a quick snapshot of how the two differ:

Feature	Group	Team
Purpose	Shared interest or common goal	Specific objective or set of objectives
Role of members	Not Defined	Mostly defined in clear terms
Level of coordination	Minimal	High
Communication	Casual or open communication	Formal and focused
Conflict-resolution & Decision-making	Unstructured	Structured

You can refer to these points when framing your answer. To make your answer interesting you can even quote an example. Take this one, for instance - students living in a hostel make a group but when they join hands to play a particular game, they become a team.

Q13. Are you a team player/ Do you like to work in teams?

Through such common job interview questions the interviewer determines whether you can collaborate well with a team or not. It is best to answer this question with a yes! You can even quote an example of team spirit from your past experiences.

Q14. Are you good at handling pressure/deadlines?

The interviewer wants to test your patience and perseverance in difficult situations. The best way to answer this question is through an example. Keep some examples ready where you did not buckle under immense pressure and exhibited composure. Convince the interviewer on how you are able to give your best under pressure.

Q15. When can you start?

Interviewers assess whether you have other commitments or job offers that are preventing you from starting immediately. At the same time, they also want to plan for your onboarding, if you clear the interview and accept the offer. Thus, it's best to be both, honest and practical when responding. Keep this in mind when responding:

- Ideally, give an exact date and ensure that all your prior commitments are managed by this date.
- If you don't have an exact date in mind, give a close approximation of when you can join and commit a time by which you can confirm the exact date.
- While there's nothing wrong in expressing your willingness to start as soon as possible, do not be pressured into accepting a date or time that would be difficult for you to stick to.

Q16. How flexible are you regarding overtime?

In case you are willing to work for late hours, you may go ahead and express the same. However in case you are not willing to work overtime or at odd hours, just put it out

there honestly and politely. Ideally, try to explain your point of view, though you're definitely not obligated to!

Q17. Are you willing to relocate for work?

The purpose of this question is quite straightforward. It intends to know if the candidate is willing to move to a new city for work. Whether it is a yes or a no, clearly put forward your point of view. In case your answer is no, for the time being, keep the option of relocating in the future open.

Q18. Why do you think you are the right candidate for this job?

This is one of the challenging ones on the list of questions. To answer this, you need to put your communication skills to good use. If answered well, you can leave a very good impression on the panel. Here's how you can do that:

- Take this as a chance to throw some light on your strengths.
- Avoid comparing yourself with other candidates and focus your attention on your positive points.
- State examples of situations where you used your acumen to solve a prevailing problem or resolve an issue. The key is to be confident but not boastful.

Q19. How can you be an asset to the organization?

This question demands you to be very specific. Apart from mentioning your technical skills and skillsets, it would help if you convinced the interviewer that you can certainly be an asset to the company. You can mention your passion for work, your loyalty towards the company, strong people skills, and the acumen to perform well under difficult situations.

Q20. What is your salary expectation?

If you are a fresher, you may be applying for entry-level jobs. Hence, due to the absence of experience, you may not be able to clearly state your salary expectations.

However, to get an idea, you can research the salary ranges of various positions in the market. This way if asked about your salary expectations, you can say that you expect the salary as per the latest industry standards. Try to leave scope for negotiation. Depending on the situation, you may also ask for the average salary of a beginner in the company and then take a call accordingly.

Q21. How long do you plan to remain with this company?

This question is one of the common job interview questions and needs to be dealt with carefully. Since companies invest a considerable amount of time in training new employees, they want to be certain that you will be aligned with them for the long term.

To answer this question, express your interest in having an enriching career with the company. The idea is to convince the panel that your focus is on building a solid foundation at work - one where you can embark on a continuous learning journey, exhibit excellent job performance, and achieve professional milestones.

Q22. What is your objective in life?

Even though this may sound like an open-ended question, you should be prepared with a practical and realistic sample answer. Focus on career-oriented goals such as enhancing technical skills, increasing your knowledge base, working on the weak points, inculcating leadership qualities, etc.

Q23. Would you like to pursue your Master's degree anytime soon?

This is one of the favorite questions for freshers and needs to be dealt with with utmost confidence. Adopt a 'CLR' approach to answer this question, i.e.:

- **Clarify** why you have chosen to start working over continuing with your postgraduation.
- **Reiterate** the importance of working in an industry setup before going in for higher studies.
- **Convince** the panel that even though you might consider taking up studies in the future, job exposure is what you desire at the moment.

Q24. How have you planned to achieve your career goal?

It is a commonly asked question. An employer will leave no stone unturned to assess how well has the candidate planned his/her future. This enables the employers to understand two things - if your future goals align with the career path provided by the organization. Secondly, if you have a well-planned career path. A well-planned career path and end goals reflect clarity of mind.

To prepare for this question, break your answer into short-term and long-term career goals. Try to paint a rough picture of your performance expectations, the biggest achievements that you wish to attain, and what provides you with job satisfaction.

Q25. Can you tell us about your biggest achievement in life?

Since this is one of the very common job interview questions, you must have a sample answer ready for the same. Your biggest achievement in life could be an academic accomplishment, extra-curricular achievement, or some personal feat that you consider praiseworthy. However, to play safe, you may restrict yourself to any workrelated achievements from your internship period.

Q26. What was the most challenging decision you ever made?

The interviewer wants to judge your decision-making skills through this question. Thus, you need to show that you are calm and decisive at the same time. You can mention a situation where you made an informed decision in spite of the difficult situation. It could be selecting a difficult elective subject at college and excelling at it, dropping a year after school to crack an exam, choosing between sports and studies, etc.

Q27. What kind of work environment do you prefer to work in?

The interviewer seeks to understand if you would be able to adjust well to the company culture. To answer this question you should be aware of the working culture of the company. However, in case you have no idea about the working environment of the company, you can state that you are flexible and adaptive and can thrive well under a positive environment and effective leadership

Q28. What is the difference between a smart worker and a hard worker?

This question is often asked in interviews, so you need to be well-prepared to answer this. Here's a sample answer:

“Smart work and hard work are interrelated and can't be viewed as separate entities. However, smart workers work towards acquiring a rare skill set that is high in demand. They build on their strengths and try to overcome their weakness. They expose themselves to the right opportunities and have a clear picture of what they want in life. They put their hard work in the right place and thus become indispensable in what they do.”

Q29. What will you do if you don't get hired?

This question can make you anxious in front of the panel. However, it needs to be handled with optimism and confidence. Refrain from showing a negative approach while answering this tricky question.

Take this sample answer, as a starting point to frame your response:

“I have high expectations that I'd be considered for the job role. However, even if I don't make it, I'd utilize this experience to reflect on my weaknesses, improve on them, and look for other opportunities in a similar domain. Ultimately, I believe it's important for me to learn from every opportunity, irrespective of the result.”

Q30. Tell us three things that are most important for you in a job.

The interviewer intends to understand your priorities through this question. Keep some attributes such as professionalism, honesty, work-life balance, and career growth at your fingertips to answer this question well.

Q31. Who is your role model and what have you learned from him/her?

Everyone has one or more role models to look up to. Be ready to talk about any one role model in your life. It could be your parents, sibling, or teacher. However, if your role model is one of the famous personalities, make sure that you have researched him/her well. You must know their success story, what sets them apart from others, and which quality inspired you to follow them.

Q32. In case of a disagreement, how do you handle the situation?

This question intends to know your crisis-tackling skills. Since you are a fresher, you may not have any past professional experience in handling such a situation. However, since disagreements are a part of life, you can state an example from any personal experience you might have had. Be it a disagreement with your parents or college authorities, make sure to highlight your positive role while tackling the situation. Stick to qualities such as problem problem-solving, patience, rationality, etc.

Q33. What is the difference between confidence and overconfidence?

This calls for a purely definition-based answer. The way to answer here is to understand the impact of being confident and overconfident. Take this sample answer as an example:

“Confidence is necessary in whatever you do, as it gives you the push to take on tasks and learn new things. However, over-confidence can hamper our growth. Overconfidence restricts us from learning from our mistakes and may even make us

egoistic. Confidence, on the other hand, provides a self-belief to achieve something and reassures us about our abilities.”

Q34. If you have more than enough money in hand right now, would you still want to work?

To handle this question, you need to avoid falling into the trap that the interviewer has set for you. Even though the thought of having ample money can take you off-ground, you need to hold on to your emotions.

Since you are a fresher and have just started, money should not be your main consideration. You can say that since you are a newbie, experience is what you desire at the moment. You want to be a keen learner and build a strong skill set. Refrain from giving the impression that money is the only consideration in your life, not the learnings and experiences.

Q35. Do you have any questions for us?

This is the time when you can ask your questions from the panel. Don't shy away from asking about your role and responsibilities if hired. You may also inquire about the company culture, work timings, etc.

The above list of questions will help you crack your job interview with ease. Apart from preparing for the probable question, you need to be good with your non-verbal skills as well. So, dress well for the interview, maintain a smile, keep your tone in check, and you're ready to ace the interview!

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