

Behavioural HR Round Questions

1. Tell me about yourself?

This is the very first question which is asked in any interview. The way a candidate responds to this question can tell you a lot about the type of employee they will be.

Sample answer:

I am energetic, can communicate well, and am a quick learner. I worked on a variety of software-related projects, which gave me a great deal of technical experience and taught me the value of teamwork and customer satisfaction. I think I'd be a good fit for jobs in your organisation that focuses on technology.

2. Why do you want to work with the company?

This is the best interview question to ensure that the candidate understands the job requirement. Candidates should respond in a way that the interviewer is convinced about their candidature.

Sample answer:

I believe that the employment criteria this role presented is a fantastic match for me given my current skill sets and experience in the XYZ domain. I could picture myself in that position because it suited my professional goals, abilities, and knowledge. This place could be a perfect fit for my personal growth as well.

3. Why are you looking for a job change?

This question is asked by the interviewer to understand what made the candidate look for different opportunities. A candidate should never talk negatively about their current employer.

Sample answer:

I'm seeking change because I think it's time to broaden my horizons right now. I am in this company for quite a long time, and I am grateful for all the opportunities that have been provided to me. Now, I want to advance beyond my current responsibilities. I am confident that your company will provide the ideal environment for me.

4. Where do you see yourself in 5 years?

It is a tricky question and its purpose is to find out how long a candidate is planning to stay in the company.

Sample answer:

Over the next five years, I would love to take advantage of all the learning possibilities this organisation will offer me. My ultimate professional goal is to work in the field of technology architecture. So, I am eager to create a variety of products that reflect the company's mission and help to accelerate my path to that position.

Behavioural interview questions

Here are some best examples of behavioural interview questions with sample answers. It gives a peek into the candidate's skills, capacity, and personality.

5. Tell me about a time when you were not satisfied with your performance?

The response to this question reflects how well a candidate cares about the job and the company.

Sample answer:

At the beginning of my career, there was a time when I became increasingly dependent on the team members. I did not like this and wanted to carry out my responsibilities on my own. I quickly learned the working dynamics and started doing my assignments on my own. I was praised many times for my dedication.

6. Tell me about a time when you faced difficulties at work?

This is the best interview question to ask a candidate to assess the problem-solving skills that they have.

Sample answer:

There was a time when I received a bug report from our client. I checked everything to understand the root cause of the problem. I found problems with the Java code. I fixed the code and did a round of testing to ensure that the problem doesn't occur again.

7. Tell me about a time when you disagreed with someone at work?

With this question, the interviewer wants to know how a candidate handles pressure at work.

Sample answer:

Once, I had a supervisor who wanted me to outsource most of the work we were doing. I disagreed with this, so I presented a strong case to my clients and supervisor, and they settled on a compromise plan.

8. How you will handle sudden changes in a project?

This question evaluates the candidate's real-time thinking and problem-solving skills.

Sample answer:

If the importance of the task I'm working on changes, I'll attempt to understand why it changed. Assume it's in the company's best interest, and begin working on the new, higher-priority task rather than whining about it.

Career development questions

Here are some best examples of career development interview questions. These questions show how proactive a candidate is and how much they like to grow.

9. What are your long-term career goals?

This HR interview question helps an employer to understand if they will be able to offer the candidate what they want.

Sample answer:

My long-term objective is to land a position in personnel management at a business so that I may put my training in human resources to use and improve my managerial abilities. I want to advance into an executive role after a while.

10. What are your goals for self-improvement?

This question will reveal the capabilities to set goals and the willingness of a candidate to grow and improve.

Sample answer:

I wish to develop my fashion industry experience. I read a lot of various fashion magazines and follow numerous brands on social media to stay current with new trends. I'm beginning to take a few marketing courses to begin working on my degree in fashion marketing.

11. What is your dream company like?

This question helps to understand a candidate's rightness for the job.

Sample answer:

In my ideal workplace, I would have plenty of opportunities to learn and develop. I would be supported in using my skills to support the company's overall expansion. I believe this place can provide me with all this.

Brain teaser interview questions

The brain teasers challenge a candidate's problem-solving skills and innovative thinking.

12. What do you think is better- being perfect and delivering late or being good and delivering on time?

Responses to this question should be backed up with examples. Let the employer know what according to you is right.

Sample answer:

I really believe that being excellent and delivering on time is always better. For the company, time equals money. If we deliver it late, no amount of excellence will be able to make up for the lost time.

13. How do you handle criticism at work?

This is the best interview question to understand how much a candidate can keep calm and views criticism as an opportunity.

Sample answer:

I am always receptive to constructive criticism, and if given, I will endeavor to improve myself and learn from my mistakes. If the feedback is unfavourable, I am mature enough to disregard it and carry on with my work.

14. Who is the smartest person you know personally? Why?

This HR interview question tests the candidate's values and aspirations.

Sample answer:

Mr./Ms. is the individual who is the smartest person I know personally. She was my first job's manager, and I have to say, without her, I would not be where I am now. She guided me through my projects and gave me the knowledge that I needed to succeed in this field.