



100 Behavioral Questions You Need to Know



If you've ever sat through an interview, you probably know what a behavioral question is, even if you're not familiar with the term. It's any question that asks for an example from your experience, usually starting in the following way:

- Tell me about a time when...
- Give me an example of...
- Describe a situation when...

There's an infinite number of behavioral interview questions, so you can't script specific answers out ahead of time. That's why you need a repeatable strategy to answer these questions on the spot.

The P.A.R.T. Strategy

Use the acronym P.A.R.T. to structure a perfect response to any behavioral interview question:

P. (Problem) - Identify the problem, relevant to the question.

A. (Action) - What action did you take to resolve the problem?

R. (Result) - What was the positive result of your action.

T. (Takeaway) - What did you learn from this experience?

The P.A.R.T. strategy helps you talk about any experience—even a negative experience or a past failure—in a positive way.

Try It Out!

The following list includes 100 sample behavioral interview questions, organized by general topic. Try using the P.A.R.T. strategy to respond to these questions. Make sure your answers are as concise and positive as possible. Good luck!





Ambition

- Describe a time when you set your sights too high (or too low).
- Give an example of an important goal that you set in the past. Did you succeed in reaching your goal?
- Tell me about the most competitive work situation you've ever been in. How did you do working there?
- What was your professional ambition in college? How and why has it changed since then?

Attention to Detail

- Tell me about a project that required absolute attention to detail.
- Tell me about a time when you found a mistake made by a colleague.
- Share a time when you found out you made a mistake that no one else noticed. Did you fix it?
- Tell me about a situation where attention to detail was either important or unimportant to accomplishing the task.



Communications

- Describe a situation when you were able to strengthen a relationship by communicating effectively.
- Describe a time when you were able to communicate a difficult or unpleasant idea to your boss.
- Share a time when you had to pass along bad news to a client or customer.
- Give an example of a time when you had to present complex information to others.
- Discuss an important written document you were required to complete.
- Share a time when you had to present or speak in front of a large audience.

Conflict Resolution

- Share an example of when you had to practice conflict resolution in your professional life.
- Share a time when you had to help two colleagues settle a dispute
- Tell me about a time you disagreed with your boss. How did you handle it?

Culture Fit

- Tell me about the best office culture you've ever worked in. What made it so great?
- Explain a time you helped contribute to improved office morale.
- Share a time when you didn't feel like you "belonged" in an organization. What about that situation felt wrong?
- Tell me about a cause or project that you feel passionate about.



Customer Service

- Tell me about a time when you had to deal with an upset customer.
- Tell me about a time when you had an unreasonable request from a customer. How did you handle it?
- Have you ever gone out on a limb to defend a customer?
- Describe a time when you convinced a hesitant customer to buy your product/service.

Decision Making

- Tell me about a time when you had to analyze information and make a recommendation.
- Describe an unpopular decision you made and what the result was.
- Give me an example of a time when you had to make a split second decision.
- Tell me about a difficult decision you've made in the last year.
- Describe how you synthesize input from others when you make decisions.
- Tell me about the worst (business) decision you've ever made.
- Tell me about a time when you had to pick between two bad options.
- Tell me about a time when you made a decision without having sufficient information.

Empathy

- Tell me about a time when you made an intentional effort to get to know someone from another culture.
- Tell me about a time when you went out of your way to understand an issue from someone else's perspective.





Flexibility and Adaptability

- Describe a time that you had to adapt to a difficult situation.
- Tell me about a situation in which you had to deal with major change at work.
- What has been the most stressful situation you have ever found yourself in at work?
- Tell me about a time when you had to complete a project without all the resources you were used to.

Initiative

- Give me an example of when you showed initiative and took the lead.
- Share a time when you did something beyond the scope of your formal job description.
- Describe a situation when you started a project without asking for permission first.
- Describe a time when you anticipated potential problems and developed preventive measures.
- Describe a time when you were asked to do something without given sufficient direction.
- Tell me about a time when you pushed yourself to do something outside your comfort zone.



Innovation

- Tell me about a time you didn't have enough resources to complete a project. What did you do?
- Share a specific situation when you came up with an out-of-the-box solution to a problem.
- Share an example of when you adopted a new technology or business practice into your organization.

Integrity

- Discuss a time when your integrity was challenged. How did you handle it?
- Have you ever been asked to do something that you felt was dishonest or unethical? What was your response?

Leadership

- Give me an example of a time when you motivated others.
- Tell me about a time when you delegated a project effectively.
- Tell me about a time you had to fire a friend.
- Share a time you took the lead on a project, even if you weren't supposed to.
- Describe a time you took personal accountability for a mistake or failure.
- Tell me about the best/worst hire you ever made.
- Give an example of how you've helped subordinates be more productive.



Manageability

- Give me an example of a time when you had to conform to a policy with which you did not agree.
- Describe a time when you had to tell your boss “no.”
- Describe a time when you didn’t feel like you were being listened to by your boss.
- Tell me about a situation when you didn’t listen to your boss. What was the situation?
- Tell me about the best supervisor you ever had.
- Share an example of a time when you had to implement someone else’s idea.
- Can you share an example of when you had to manage-up your boss?

Organization and Time Management

- Tell me about a time when you had too many things to do and you had to prioritize your tasks.
- Describe a time when your manager gave you too much work to complete in the time available.
- How do you determine priorities in scheduling your time? Give an example.
- Have you ever been given a last minute project? How did you prioritize your time and organize to complete the task?

Planning and Project Management

- Tell me about a time when you developed a comprehensive plan—either for a specific project or an organization at-large.
- Describe a time when a plan you developed did not play out as expected.
- Share a time when you had to modify or adapt a plan in the middle of execution.
- Describe the best project you ever worked on. What made it successful?





Performance

- Tell me about two improvements you have made in the last six months.
- Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Give me an example of a time when you tried to accomplish something and failed.
- Describe a time you had to overcome a major obstacle.
- What was the best idea you came up with at your last job?
- Tell me about a time when you had to deal with a sudden, unplanned problem/delay/issue with a project. How did you respond?



Problem Solving

- Describe a project or situation that demonstrates your analytical abilities.
- Give me a specific example of a time when you used good judgment and logic in solving a problem.
- Give me an example of a time when you used your fact-finding skills to solve a problem.
- Share a situation when you had to deal with conflicting information.
- Tell me about a time when you missed an obvious solution to a problem.
- Tell me about a time when you had to make a decision about something outside of your expertise. What process did you use in your decision making?

Relationship Building

- Tell me about a time when you had to use your presentation skills to influence someone's opinion.
- Give an example of time when you were converted someone who might not have liked you into a friend or ally.
- Tell me about a time you "cold called" someone. How did you build trust with that person?

Resiliency

- Tell me about the biggest work-related setback you've ever had. How did you deal with it?
- Tell me about a time when your supervisor really didn't like the work you did. How did you respond?
- Share a situation in which you felt like you were in a professional crisis. How did you fix things?
- Share a time when you had to bounce back from a disappointment.





Teamwork

- Give an example of how you worked on a team.
- What is your typical way of dealing with conflict? Give me an example.
- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- Tell me about a time you were able to deal with another person even when that individual may not have personally liked you (or vice versa).
- Discuss a time when you had to partner with people who had different work or leadership styles.
- Share a time when you didn't feel like your ideas were being taken seriously by the team. What did you do to remedy the situation?
- Tell me about a time when you helped a coworker with a project or problem.
- Tell me about a time when you had to ask a coworker for help.

About Mac Prichard

Mac Prichard, founder and publisher of [Mac's List](#), has been connecting people to rewarding work for decades. As a transplant to Portland, Oregon in the early 1990s, Mac learned the secrets to finding work in a competitive market. He has since become a recognized expert on job hunting and career management. Mac writes for the [Mac's List blog](#), hosts a weekly podcast, [Find Your Dream Job](#), and is the author of [Land Your Dream Job in Portland \(and Beyond\)](#) and [Land Your Dream Job Anywhere](#).

About Mac's List

Since 2001, Mac's List has been Oregon's premier job search resource, an online community connecting thousands of passionate and talented people to meaningful work opportunities in the Pacific Northwest. A registered B Corp, Mac's List is an organization with a social mission: to give people the tools and knowledge they need to conduct effective job searches. We do this through our [job board](#), a [blog](#), a [podcast](#), and [online courses](#) all dedicated to the nuts and bolts of job hunting and career management. More than 80,000 people a month connect with Mac's List.

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