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Common Questions

26 questions

Categories

1 Tell me about yourself.

2 What is your greatest strength?

3 What is your greatest weakness?

4 Why should we hire you?

5 Why do you want to work here?

6 Tell me about a time you showed leadership.

7 Tell me about a time you were successful on a team.

8 What would your co-workers say about you?

9 Why do you want to leave your current role?

10 Describe your most challenging project.

11 Tell me about something you've accomplished that you are proud of.

12 Can you explain your employment gap?

13 What are your salary expectations?

14 What do you like to do outside of work?

15 Tell me about a time you had to manage conflicting priorities.

16 Where do you see yourself in 5 years?

17 Describe your leadership style.

18 Tell me about a time you failed or made a mistake.

19 Tell me about a time you worked with a difficult person.

20 Tell me about a time you had to persuade someone.

21 Tell me about a time you disagreed with someone.

22 Tell me about a time you created a goal and achieved it.

23 Tell me about a time you surpassed people's expectations.

24 Tell me about a time you had to handle pressure.

25 Tell me about a time you had to learn something quickly.

26 Do you have any questions for me?

Describe your leadership style.

Practice and get feedback

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Overview

Good leaders can explain their values and priorities in a few words. This is a test to see if you can explain yourself. It also helps to determine whether your approach meshes with the company's own culture.

PREMIUM

Sample answers

Sample answer 1

By Mike Derezin, Hiring Manager

341,374 views · Includes video

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For me, good leadership is about finding the best analytical approach while still caring about the people on the team. Last year, I took charge of a digital marketing campaign that wasn't getting any traction. I realized our tea...

Sample answer 2

By Marketing Insights Manager Professional

247,762 views

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I subscribe to McGregor's Theory Y of management, which emphasizes the importance of "participation." This theory suggests that people take pride in their work and act responsibly for the most part. I firmly believe that...

Sample answer 3

By Business Development Manager Professional

233,984 views

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In a word, supportive. I think it is important to understand the unique strengths and blind spots of my team members and direct reports. Knowing how to work with a range of experience, skills, and working styles plays a...

Sample answer 4

By Brand Marketing Manager Professional

195,496 views

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There are many aspects to my leadership philosophy, but the foundation is psychological safety. Right or wrong, I want to give the people around me, reporting to me, and partnering with me the ability to truly and honestly...

Answer framework



How to approach this question

By Mike Derezin, Hiring Manager

2 mins · 150,191 views

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This is a question you'll hear a lot and answering with authenticity is key. Here are three tips I have to help you get started:

Be clear about your leadership style.

Don't be vague or ambivalent. If you're a team builder, say so. If you're tough, but fair, own it. Be very concise and clear on how you define your leadership so that they know very well what you're all about.

Give a detailed example that highlights it.

Talk about a situation, a problem or an obstacle, and then walk through what did you do and what was the result. What did it mean to your organization, company, and the customer? And be sure to include how you brought your team along, because this isn't all about you.

Show situations where you've adapted.

Life's not going to be simple. People want to see how you've grown and changed given the situation. Just like you look for that in the people you're going to hire, the same thing with the hiring manager who's looking to hire you.

See less

Tips

- Start by framing your basic style in a few words.
- Give an example of your leadership style in action.
- Show that you can adapt well to unexpected situations.

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