

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?

✓

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

Practice and get feedback

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Overview

Employers want to know they are hiring high quality people. If you have a story about surpassing an expectation, you've probably gone above and beyond the call of duty and that's a great thing!

PREMIUM

Sample answers

Sample answer 1

By Joey Zumaya, Hiring Manager
119,073 views · Includes video

View

As a young professional, I was given a small event to manage for my company's senior executives. We originally expected about 50 attendees, but then the CEO decided to participate too. Suddenly, the event became much...

Sample answer 2

By Business Development Manager Professional
80,662 views

View

In my role as Business Analyst, I was responsible for analyzing and implementing strategies for key products. Due to a combination of an organizational restructuring and employee attrition, my team of four shrunk down to a...

Sample answer 3

By Digital Analytics Manager Professional
70,918 views

View

I had only been in my new role at a leading professional services firm for a few months when I got the call: "Can you make it to Atlanta tomorrow morning for a pitch meeting with a leading telecom company? We need all...

Sample answer 4

By Marketing & Category Insights Manager Professional
63,295 views

View

I had been in my new role within the organization for just one week. My predecessor had left the relationship with our customer in a questionable place and as a result, they informed us that they'd be working with our top...

Answer framework



How to approach past experience questions

By Linda Raynier CPA, CA, Career Strategist
2 mins · 28,304 views

View

Respond to this kind of question with a compelling story that uses the "SAR" framework: situation, action, and results.

Describe the situation.

Talk about the initial events that occurred. What were the problems that you were experiencing? What needed to be solved and what resources did you have--or not have? This is a really key part of the story, so it should be about three to four sentences long.

Get into the action.

Speak about the key milestones that you went through. Tell them what you did to turn the situation around. Don't go into too much detail though. It should only be about two to three sentences, and try to use active verbs, things like "I implemented" or "I persuaded".

Show the results.

Let them know how well things turned out, how the problems were solved and what you may have learned along the way. Try to include a clincher at the end, like dollars saved or improved profitability. It drives home that you did a great thing.

See less

Tips

- Describe a situation where you thought you weren't going to be successful.
- Talk about what you did to compensate for a bad situation.
- Talk about the outcomes of your successful efforts.

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