

Preparing for Behavioral Interviews

Tips to Prepare for Behavioral Interviews

This course is all about the technical interview, but it's also important to prepare for the other parts of the interview process, such as the behavioral interview.

A **behavioral interview** is a structured interview that allows interviewers to get to know the applicant more, specifically how the applicant has used skills or behaviors in past work experiences.

Some example behavioral or cultural fit questions may include:

- Tell me about yourself.
- Why do you want this job?
- What attracted you to this company?
- What are your strengths and weaknesses?
- What are you most proud of?
- What is your greatest failure, and what did you learn from it?
- Tell me about a time where you had to deal with a conflict on the job.
- Tell me about a time where you had to manage simultaneous projects or priorities.
- Give me an example of a time that you went above and beyond the call of duty at work.
- Have you ever been on a team where someone did not pull their weight? How did you handle it?
- What assignment was too difficult for you, and how did you resolve it?

Practice answering these interview questions with someone you know and ask for their honest feedback, so you can build upon and improve your answers. Look on company websites to get a feel for what these behavioral questions would be. For example, on Amazon's website you can find the leadership principles and a brief description of them. During the interview process, they may ask questions related to those principles, to see if you will be a good fit for the role and company culture.

Don't forget to ask questions!

Each interview will typically have around 10 minutes allocated for you to ask questions; it is important to show your interest in the role by asking thoughtful questions such as:

- What would a typical day look like for someone on your team?
- What are the skills that are important for someone to succeed on your team?
- Mentorship is important to me. What does mentorship look like on your team?
- What are the qualities of successful members of this team?
- Can you describe this team or the broader organization's systems for collaboration and communication?
- What systems are in place to help clarify and understand roles and expectations for team members?