# DEVS Behavioural Interview Question Bank

## Notes:

Try and answer as many of these questions as possible prior to your behaviour interview. Use the STAR (situation, task, action, response) framework where possible to format your answers. Remember that preparation is key to doing well in an interview and avoiding nerves.

We have tried to divide up the questions into different categories. It is recommended that you go through the preparation grid (on the GitHub too) beforehand, as that fills will help answer questions. These questions can all be re-used for different companies, except for those under the “Company Specific Questions” header, which are company specific.

## Personal Questions:

### Tell me about yourself.

(Note, this should be a one minute “elevator pitch”)

### Walk me through your studies and experience.

### What is area for improvement? What are you doing to compensate this?

### What is your biggest strength? Tell me about a time you have used this.

### What do you do in your spare time?

### Where do you see yourself in 5 years? 10 years?

### What do you need from your manager to be successful?

### In your opinion, what is the best way to work with higher-ups/executives?

### In your opinion, what is the best way to work with customers?

### What kinds of people do you like to work with?

### In your opinion, what is the difference between leadership and management?

### What is your management/leadership style?

## Company Specific Questions:

### Why do you want to work here at XYZ company?

### Why should we hire you here at XYZ company?

### How will your skills translate to working at XYZ company?

### What do you know about XYZ company, and our industry?

### What do you hope to gain from working at XYZ Company?

## STAR Questions:

### Tell me about how you interact with customers/users?

### Tell me about a time you had to overcome poor feedback on something you had done.

### Tell me about a time you had to influence or persuade someone.

### Tell me about a time you used data to come to a decision.

### Tell me about your greatest innovation.

### Have you ever had to make an unpopular decision in a team environment?

### Tell me about a challenging issue or project you took on.

### Tell me about a mistake you made, and how you handled it.

### What is the most difficult decision you have had to make?

### How do you say “no” to people? Give me an example.

### What is the best idea you have ever had?

### What is the worst idea you have ever had?

### Describe a time you had to deal with an upcoming deadline.

### Tell me about a time you had a month or more to prepare for an important project.

### Describe a time you were required to do something that was out of your comfort zone.

### Describe a time where you had to quickly upskill yourself to meet.

### Give an example of a time where you had to change direction on a project or work assignment. What happened as a result?

### Describe a time where you worked as part of a team to deliver a shared goal.

### Describe a time where you set challenging goals for yourself, and how you achieved them.

### Describe a time you had to make an important decision but did not have all the information.

### Tell me about how you work in a team, give examples.

### Have you ever had a team-mate that was hard to work with? How did you manage this?

### Tell me about a time you worked effectively under pressure.

### Have you ever had to recover from a mistake? How did you do it?

### Describe how you set goals, and work towards achieving them.

### How do you motivate team-mates/co-workers?

### Describe a situation in which you had to explain a complicated idea in a simple manner.

### Tell me about a time you had to stand up for your beliefs.