**101 Toughest Interview Questions - Summary:**

Job interviewers ask questions that fall into one of four general categories:

1. Can you do the job?
2. Who are you?
3. Will you fit in at the company?
4. What will you cost us?

For question 1 ( Can you do the job? ), the primary strategy is to provide concise and concrete info. Be sure to:

* Answer with concrete, clear-cut info.
* Offer facts, figures, and statistical proof to support your claims.
* Provide examples of your skills and abilities.
* Discuss your past experience, summarizing the tasks you can do and have done.
* List your strongest skills.
* Describe your accomplishments in detail, including outcomes of successful projects, proposals, etc.
* Outline your relevant knowledge.
* Describe your education and training.
* Illustrate your decision-making skills.

For question 2( Who are you? ), the primary strategy is to provide positive and truthful info so that the interviewer can get a sense of who you are. Be sure to:

* Answer with passion.
* Share your activities and interests.
* Focus on job-related issues when appropriate.
* Describe personal achievements and offer examples of personal growth.
* Talk about your goals and values.
* List your best characteristics and traits.
* Suggest an exchange of ideas about a job-related subject.

For question 3 ( Will you fit in at the company? ), the primary strategy is to provide info about how you have reacted in the past and to show there will be no unpleasant surprises from you in the future. Demonstrate that you get along well with others and can relate to people at all levels of the company’s hierarchy. Be sure to:

* List your interpersonal skills and describe methods you use to deal with people.
* Give examples of your interactions with former superiors.
* Talk about teams you have worked with and the tasks you accomplished together.
* Share positive comments others have made about you.
* Discuss other people (such as former colleagues, bosses, or clients) **only in positive terms.**
* Describe how you maintain strong communication within your professional environment.
* Show how you have overcome difficulties or challenges in the past.
* Explain why you want to work for them.

For question 4 ( What will you cost us? ), **don’t answer any salary questions with a specific dollar figure.** The primary strategy here is to **delay discussion of salary until all other issues are satisfactorily settled for both the interviewer and you.** Once that’s done, you must show the value of your contribution. Be sure to:

* Research salary figures for the job beforehand.
* Postpone discussion about salary until there’s a thorough understanding of the job responsibilities.
* Don’t move to negotiation until a definitive job offer has been made.
* Don’t be the first to mention a specific salary amount.
* Discuss salary ranges rather than specific amounts whenever possible.
* Ask questions for clarification and define vague terms.
* List the benefits of value you’ll accept.
* Make sure that you and the employer agree on what constitutes the entire compensation package.
* Never lie about past compensation.
* Describe specific accomplishments to illustrate your worth.
* Link the responsibilities of the job to your value.

You need to have a balance of response styles, both lengthy and short, humorous and serious, etc.

Use these 15 strategies to help you answer questions:

1. First and foremost, **listen!**
2. Provide the most relevant info.
   1. Always think to yourself, “What if this were the only question I get to answer?”
3. Rephrase the question or ask for clarification.
4. Answer carefully or avoid answering altogether.
5. Communicate more than one thing with your answers.
6. Don’t volunteer personal info.
7. Be concise.
8. Lose the adjectives - stick with facts and figures.
   1. Don’t cite subjective bullshit, give objective data.
9. Reassure your interviewer.
10. Use humor when appropriate.
11. Be honest - it’s still the best policy.
    1. When dealing with negative past bosses or coworkers briefly acknowledge that you didn’t see eye-to-eye and then state what you learned from the experience.
    2. For example, “My boss and I often had differences of opinion, but our interactions taught me how to stand up for my point of view in a calm, persuasive manner.”
12. Control your body language.
13. Keep it professional.
14. Smile, relax, and look happy.
15. Ask great questions yourself.

Now, let’s get to the questions.

1. What interests you most about this job?
   1. This job is a natural continuation of my past X years as a \_\_\_\_\_
   2. I love the tasks associated with this job, and I believe I’m well qualified to carry them out.
   3. I’m interested because I’d like to commit myself to X, Y, and Z.
2. What do you think this job will offer you?
   1. I have studied your company and know that you’re \_\_\_\_ and \_\_\_\_\_, which are very attractive to me.
   2. This is exactly the type of job I’ve wanted for some time, as it’ll offer me the ability to \_\_\_\_ and \_\_\_\_; two of my strongest skills.
3. What did you like most and least of your last job?
   1. Like most people, I liked routine work the least. What I liked the most however, was \_\_\_\_\_ (work it into the job you’re interviewing for).
   2. The most: design and creativity. I love to \_\_\_\_\_.
   3. I certainly didn’t like the repetitive tasks needed to keep things going smoothly; however, this is needed to help the company and team out, and I found I could make the task more satisfying by accomplishing it as well as I could to help the team.
4. How many people have you supervised at a given time?
   1. Between X and Y, depending on the size of the project.
5. What financial responsibilities have you had?
   1. I’ve gotten to have input on the third-part libraries and hardware used in the last three companies.
6. What’s the most difficult decision you’ve had to make in the last 12 months?
   1. \*Mention a technical difficulty you faced and how you successfully solved it. 3D scanner graphics issues would be a good one.\*
7. Which of your achievements has given you the greatest satisfaction?
   1. \*Describe MatteSpect and its success in the app store and reviews\*
   2. \*Describe the Remembrance crunch and how you succeeded.\*
8. Do you think you’re underqualified for this job?
   1. I think I have the potential for this job because \_\_\_\_\_ (list two or three reasons).
   2. Is there a specific skill that concerns you? I’ll train fast to learn it.
   3. I think I have the skills and enthusiasm necessary for this job.
9. Would you be willing to undergo psychological testing?
   1. Sure. I only ask that you share the results with me, as is customary, I believe.
   2. Can you tell me which tests you use?
10. What have you learned from your previous jobs?
    1. I have learned that every task I have undertaken is important, even the routine ones. The sum of the parts makes the whole job interesting and exciting.
    2. I learned to work autonomously and set priorities to accomplish tasks in an efficient manner. For example, \*describe MatteSpect process\*.
11. In your last job, did you discover a problem that your predecessors had left untreated?
    1. No, because the project was so new that nothing significant had been done yet, and I was asked to step in and take a big responsibility of what was to be done. \*Mention Army project, MatteSpect, and 3D Scanner job.\*
12. What type of job is best suited to you: staff or management?
    1. I’ve found that both roles are needed for the same job, and I’ve had to wear both hats in the same position, sometimes in the same day!
13. What do you see as the major trends in our field?
    1. I see a trend towards \_\_\_\_(automation would be a good one), which is why I want to work in this field and this position specifically.
14. Why do you think you have the potential for this job?
    1. I have the technical experience required to perform efficiently at this position (mention some of them).
    2. I have tons of experience, and have been doing software my entire life, yet I’m still young and full of energy.
15. Do you think you’re overqualified for this job?
    1. My previous experience fits well with this position, and my qualifications are there as well; this gives me confidence that I can perform the tasks needed for this job.
    2. Are you concerned about any particular quality on my resume?
16. How would you describe the position for which you’re applying?
    1. I see this job as one that’s focused on \_\_\_\_\_\_ (name several key tasks of this position), which I have done extensively in my career and continue to keep updated on.
17. How do you improve yourself professionally?
    1. I keep up to date with the technical skills and market trends and continuously train myself thru reading and practice.
18. What are your greatest achievements?
    1. \*Mention MatteSpect and the reviews and the scrum team you lead, the 3D scanner app and the scrum team you lead there, and the team you lead at Remembrance when you were young. Describe MatteSpect in more detail, and show reviews and read them.\*
19. How would you describe your ideal working conditions?
    1. \*Mention the working environment, creative dialog, communication, respect, a collaborative environment, light and open, laid-back but hard working.\*
20. Are you looking for a limited or unlimited time contract?
    1. I’m looking for a full-time role where I can help and grow with the company, as well as grow myself with them.
21. What would you do if you were completely overwhelmed with work and knew you couldn’t meet the deadline?
    1. If I saw that I wouldn’t be able to meet the deadline, I would immediately talk to my boss, outline the problems, and see how we might work together to minimize the delay.
    2. I would also be honest with the client as soon as it seemed apparent the deadline couldn’t be met, explain why it couldn’t be met, and what is left to be done and how much more time is needed to complete the project.
    3. It doesn’t take 9 women one month to make a baby!
22. Do you prefer to work alone or in a group?
    1. It would seem ideal to me to divide my time between focused hands-on work by myself and a collaborative group exchange. Both are important and should be done.
23. How do you learn best?
    1. I learn best by doing.
    2. I like to read and take detailed notes on what I read, then practice what I’ve learned on practice problems, then take my skills to the job and use them day to day to get more experience.
    3. \*Show them your software engineering notes of work over the years.\*
24. Do you think job security exists anymore?
    1. Depends on the company and people in charge, as well as technology trends, which are difficult to predict.
    2. I simply try to be as helpful and effective as I can to the team I’m on and make sure they get the results they need from me.
25. I have three candidates, including you, for this position. What criteria should I use to decide who to hire?
    1. You should choose the person you think has the needed skills and the strongest track record. You mentioned three areas that are important to you and this position, and I believe I meet all three of these needs: \*mention three needs and why you meet them\*
    2. Also important are competency, enthusiasm, perseverance and grit, which I have as well.
    3. Above all, honesty and integrity, which is the highest standard I hold myself to everyday of my life.
26. How much time will you need on the job before you’re fully productive?
    1. I’d expect to start my daily, routine work immediately. For more specific issues, I’d need enough time to learn more about the projects, your company, and what your users need.
    2. However, I will work my hardest, with lots of overtime, to get up to speed as quickly as I possibly can in order to help out the team.
27. How does an employer demonstrate social responsibility? Does this matter to you?
    1. Businesses need to care about more than just the bottom line. Employers should place value on how their business relates to the larger issues we face as a global community.
    2. I want to work for an employer who respects the rights of all human beings, not just those who buy its products.
28. So?
    1. Thank you for taking the time to meet with me.
    2. Where would you like to begin?
29. Tell me about yourself.
    1. Certainly. What specific area would you like me to discuss: my work experience or work style?
    2. Three of my personal traits fit in particularly with the job you are offering: my \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.
30. What makes you unique?
    1. Three things: my wide and deep knowledge in a wide array of technical topics, my deep experience (I’ve been a developer my whole life), plus add to all that I’m still very young, and have a ton of growth left to do. This combination of traits is rarely seen in the software development world.
    2. I have a natural gift for relating well to people, and I’m a very good listener. In my work in this industry, I’ve found that many employees have strong technical skills and great energy and dedication, yet they often have trouble communicating in a real give-and-take style that supports collaboration.
31. How do you respond when your ideas are rejected?
    1. I take a few minutes to regroup and the find out why my proposal was rejected. Once I understand the reason, I work to fix any problems, then take another run at the solution.
    2. I honestly don’t mind if my ideas are rejected occasionally, as not every idea will be great. I think it’s the willingness to persevere and see things in new ways that keeps an employee engaged and creative.
32. What kinds of things cause you to lose interest in a project?
    1. A negative environment in which only problems are discussed. I find it far more stimulating and rewarding when an employer acknowledges and applauds its employees’ efforts and accomplishments, and allows creative communication to take place.
    2. Also, not having enough work to do and feeling that my talents aren’t being used to their fullest.
33. What do you like to do when you’re not working?
    1. I love to read books on all kinds of subjects from psychology and philosophy to feminism, genetics, and evolution.
    2. I also like to exercise to keep my mind and body sharp.
34. How do you react when you realize that you’ve made a mistake?
    1. I apologize to those involved, take my share of the responsibility, and work to take corrective measures.
    2. Everyone makes mistakes, but that is how we grow.
35. *Silence.*
    1. \*Count to eight and then ask the questions below.\*
    2. Do you have any more questions for me that will help you determine if I’m the right person for the job?
    3. If we’ve covered everything, when will you be contacting me to discuss next steps? I’m very interested in moving forward to the next step in this process.
36. How do you react when you’re angry?
    1. I’m an even tempered and positive person by nature, and this helps me remain calm, even when I think things are not running smoothly.
    2. However, I don’t pretend either that nothing is wrong, and I find that open communication is the key to keeping things on track and preventing situations that cause anger and regret.
37. How do you operate under stress?
    1. I handle stress well. For example, \*go into details about Remembrance deadline.\*
    2. If the stress is caused by conflict among people, I work hard to resolve it by opening channels of communication and calmly talking things out.
38. What regrets do you have about your career?
    1. Honestly, I don’t have regrets. I have been very directed about what I want to do; I think that’s part of the reason I’ve always achieved what I wanted most.
    2. I’ve always believed in concentrating on the positive side of my professional experiences, so regrets don’t even enter my mind.
39. Don’t you trust that we will follow thru with this agreement?
    1. Of course. I only wish to formalize the agreement we’ve just made so that we can ensure there’s no problems in communication.
    2. Also, I’d like to have the agreement in writing to go over it carefully, and to formulate any questions I may have so that I can make sure I do everything properly for you.
40. What are your strengths and weaknesses?
    1. I’m an extremely knowledgeable person with a deep background and many years of experience, yet I’m still very young and have a long career ahead of me.
    2. I’m a very focused person, and this can be a good and bad thing. The bad comes when I sometimes work so hard I don’t really pace myself, and I end up working for long stretches without a break. I find it really helpful to schedule reminders on my phone with an alarm so I can take breaks to keep myself refreshed.
41. What do you most want to improve in the next year?
    1. I’m very interested in getting into tvOS and wearable software development, as well as working more with Swift and TypeScript.
42. Can you give me some examples of your creativity on the job?
    1. I’m a good manager who listens to my team members; I work hard to remove obstacles from their path and figure out and give them what they need to perform their job well.
    2. I used these skills to manage a team to create my app, MatteSpect \*go into more detail\*.
    3. I think about ways to turn my thoughts to reality. It’s not enough to just be imaginative, creativity also means acting on your thoughts and ideas.
43. How would you describe your personality?
    1. **\*Pause for a second to think about this so your answer doesn’t seem over-rehearsed!\***
    2. I’m a very hard worker. I’ll do whatever it takes to get the job done.
    3. I’m also a fast learner, and I’ll hit the ground running after a short period of time.
    4. I’m competent and reliable as well, and I pride myself on getting the job done right and with exceptional quality.
44. How do you react when you’re told your methodology isn’t working?
    1. I listen intently and positively to the reasons, talk about the best solution that will fix the problems that are happening, and change my strategy.
    2. I’m very adaptable, and love to receive honest input from others. It’s how I grow and become better for the team!
45. How do you define success?
    1. To me, success is reaching one’s goals with honesty and integrity. There are plenty of people who have succeeded by abandoning these principles, but they often pay a price at some point down the road.
    2. Success is also a journey, and it changes over time. It’s the ability to keep learning new things and letting that new knowledge enrich my life and relationships, and also help the team and company I’m working with.
46. What is your leadership style?
    1. I instill enthusiasm into my team and use my energy and dedication to move them forward.
    2. I take as many obstacles as I can away from my team members so that they can perform their jobs to the highest standard they can. I trust them to do great work and don’t look over their shoulders 24/7, but when they need guidance or advice, my door is always open.
47. What is your favorite website and why?
    1. I love Wikipedia, because you can learn anything you want/need in an easy to find manner.
48. Who has been the biggest source of inspiration in your professional life, and why?
    1. Edsger W. Dijkstra, because of his creative mind and tremendous work ethic and the fact that he figured out so much about Computer Science without even using a computer. He demonstrates to me what pure brain power and hard work can accomplish.
49. What is your work style?
    1. I’m fairly independent and don’t need a lot of supervision once I’ve been assigned a task. I’m a self-starter with a lot of internal motivation.
    2. I’m also very highly goal oriented. I believe in setting small objectives leading to bigger goals and meeting them.
50. What are your future ambitions?
    1. My ambition is to \_\_\_ (name a relevant professional goal), and this job offers me an ideal opportunity to achieve that goal by accomplishing \_\_\_\_ for your company.
    2. I’m also interested in broadening my skill/knowledge base and learning tvOS and wearable software for things like Apple Watch.
51. What do you think of my style of interviewing? If you were conducting this interview, would you do something differently?
    1. I appreciate the way you \_\_\_\_\_\_ (mention something helpful the interviewer has done); you know this process can be stressful, and you helped make it a little less so.
    2. I think you’ve been direct and thorough - the two most important qualities needed to conduct a good interview and get the info you need.
52. How did you overcome the negative impact of losing your job?
    1. I’ve used my time to build my knowledge of mobile and interactive web development, so I could be on top of my game and be beneficial to another employer.
    2. I followed a very strict routine for my training and job hunting, so I wouldn’t feel so displaced and know that every day I was accomplishing more and more to find the job that was a perfect fit for both me and the employer.
53. What’s your biggest failure and what did you learn from it?
    1. **\*Don’t go into emotional detail here. Stick to the facts, and explain what you learned from the experience.\***
    2. Early in my career I took a job with a company that I hadn’t thoroughly investigated. I soon found out the company didn’t play by fair rules, and I left the job. Since then, I always carefully research anything that’s important to me.
54. What are your weaknesses and your limitations?
    1. **\*Mention things that are NOT critical to the job and discuss how you’re overcoming them.\***
    2. I tend to work too hard and stay awake too late at night, which can leave me tired the next day. I’m overcoming this by having a fixed time to go to bed each night so I can wake up the next morning and start the day refreshed and energetic.
    3. Also, when I work too hard I tend to let organizational tools slip, so I’m working on this problem by dedicating 15 minutes at the end of each day to get my ducks in a row and organize myself for the next day’s work.
55. Describe your ideal job and employer.
    1. My ideal job is one in which I can learn, grow, and build me strengths; my ideal employer is one who values employees’ contributions and offers opportunities for growth within a great company culture.
    2. My ideal job would also involve a lot of creative freedom to try out new ideas. I would like to be a part of a company that evolves a project from small beginnings to a completed product that helps people with their daily lives/tasks and is useful to the targeted audience.
56. What are your long-term professional goals?
    1. To work where I am efficient and can thrive and develop the skills I most like using, namely (name three skills pertaining to this position). In this job, those abilities would benefit your company by \_\_\_\_\_.
    2. Also, I’d like to work at a job whose software helps others. I want to grow with the team and company, and I want them to help me grow as well. Mutual growth is beneficial for all.
57. How would you respond if I told you that your performance today has not been very good?
    1. **\*Ok, don’t get defensive or apologetic. Keep positive, confident, and receptive to any suggestion. It’s often helpful to ask a follow-up question for clarification.\***
    2. May I ask you to elaborate on the areas that I need to improve on so I could learn from this experience? I’d be very appreciative for the feedback.
58. What type of decision is the most difficult for you to make?
    1. I don’t like to say no when coworkers ask for help; unfortunately tough, sometimes it’s necessary when I have a lot of work myself and need to be as efficient as possible in order to meet my deadlines.
    2. When I was a Scrum leader, it was difficult to make unpopular but necessary decisions. What I did in that case was communicate openly and honestly about the planned changes, and I helped everyone involved feel less anxious as a result.
59. Could you describe your worst day and how you dealt with it?
    1. My worst days are when you realize that your deadlines cannot be met because of unforeseen circumstances. However, this is the nature of the beast when it comes to software engineering, and I always make sure to build in a little extra time for the unexpected problems that occur, as well as communicate openly and honestly with my superiors and clients to let them know what’s going on and why.
60. Are your past actions consistent with your values?
    1. Yes, I value hard work and commitment. My track record shows that I give 110 percent to any task I undertake, and I always see it thru to completion.
    2. I also value integrity, honesty, and forthrightness, and my behavior reflects this. I would never cheat or lie to my employer or ask other to do what I’m not willing to do myself.
61. What will bring you the most satisfaction in your next job?
    1. I would like to fully commit myself to: (mention three tasks in the job description and elaborate on them).
    2. I will find great satisfaction by working in a cooperative, team-driven environment where I can also take individual initiative.
    3. I find satisfaction in knowing I can contribute to the greater good of the world thru whatever work I do. I believe in the “think globally, act locally” philosophy; if I help to improve things for people nearby, that example can have a ripple effect.
62. How long will you stay with us?
    1. As long as I can contribute to the company’s development and the relationship is mutually satisfying.
    2. I see no limit, as long as I feel I’m developing in the position and advancing when I’m ready, and as long as you’re pleased with my work.
63. How would you describe your last boss?
    1. **\*Never speak negatively about a former boss. Just discuss the positive things you learned from him/her.\***
    2. Our relationship was good and I enjoyed working with him. We had many lively and productive discussions that translated to solid work.
64. How do you contribute to team spirit?
    1. I love to work as part of a team because I appreciate all the different skills and viewpoints that everyone contributes. I boost team spirit by promoting an open exchange of ideas and encouraging people to use their various talents and abilities.
    2. I value collaboration and the give-and-take that happens when people work side-by-side to meet the same goals. I try to strengthen team spirit by praising the group’s progress, encouraging compromise, and promoting constructive communication.
65. Why were you let go from your last job?
    1. They ran out of funding to pay me, and made many financial decisions beyond my control that led to this.
66. How do you think your subordinates perceive you?
    1. They see me as someone who has high expectations, bit is fair and open to discussion.
    2. They see me as a hard worker; they know I would not ask them to do anything I wouldn’t do myself.
67. Describe the most difficult person with whom you have worked.
    1. I have worked with difficult people on occasion who were uncommunicative and did not clearly outline their expectations. I found that the most important thing in those situations is to clarify your objectives and responsibilities.
68. Would you like to sit in my chair one day?
    1. Yes, when my level of expertise matches yours.
    2. Yes, but only after you have been promoted.
69. How would you characterize your relations with your colleagues?
    1. I have strong relationships with them; there’s an atmosphere of harmony and respect for one another.
    2. Great! They are an inexhaustible source of new ideas and learning opportunities.
70. What types of people do you have the most difficulty dealing with?
    1. I’m pretty flexible and can adapt well to most people. However, stubborn people do not inspire or motivate me.
    2. I don’t do as well with inflexible, autocratic people as I do with those who are direct and encourage cooperation among group members.
71. Can you discuss a time when you had a disagreement with your last boss?
    1. I recall one instance in which each of us was arguing for a different solution to a problem. We ended up choosing neither alternative; instead, we agreed on a third one that turned out to be a successful and creative solution.
    2. I’ve also had minor conflicts in the past, but when they happened, it was usually because we hadn’t clearly looked into both sides of the situation. When we laid out both perspectives, we were able to reach a compromise.
72. Describe the best boss you’ve ever had.
    1. The best boss I ever had focused more on what I was doing right than what I was doing wrong. Consequently, I worked hard to keep improving.
    2. My best boss was honest with me, even when I didn’t want to hear it. I could always go to her (Remembrance) for sincere, honest feedback.
73. If your boss implemented a plan or policy that you strongly disagreed with, what would you do?
    1. I would let him know my opinion in a constructive way, without being confrontational.
    2. I would acknowledge the strong points of his proposal or plan and then suggest that we reexamine it together, offering my suggestions for improvement.
74. How would you rate the last company you worked for?
    1. **\*Always answer positively! If the last company you worked for was bad, focus on what you learned from the experience.\***
    2. We parted on good terms. I had a limited-time contract with them that ended when they ran out of funding, but I always felt welcomed and appreciated by my co-workers and boss during my time there.
75. How do you deal with office politics?
    1. I honestly try to steer clear of them by staying focused on my job and always documenting my work. That way there can be no misunderstanding down the road about who did what and when.
    2. I always treat my coworkers and superiors with respect, courtesy, and integrity, no matter where they rank in the office hierarchy. That way, if a genuine problem arises, I feel comfortable approaching the appropriate parties to discuss the issue. Because I’ve already established myself as a trustworthy individual, they will be more inclined to take my concerns seriously.
76. Please discuss a career decision you made that was questioned.
    1. As leader of the 3D scanning project, I had final authority for making the decision to use Angular 2, even when it was only in beta-testing at that time. Several of my team members questioned my rationale, so I brought them all together to make sure that they understood the reasons for my choice, which was that Angular 2 was a very extensible, customizable, powerful platform that would suit our needs perfectly, and was very stable even in beta mode. Once they understood that, they accepted my decision.
    2. I believe that when everyone is included and given the pertinent information, they can better understand why certain decisions are made and see the big picture.
77. Why do you think communication is important at work?
    1. Yes! Communication is a critical factor for progress and success. I’ve found that the quality of anyone’s work is proportional to their ability to communicate.
    2. Without clear communication, it’s easy for problems to arise and for mistakes to be made that could’ve been avoided. Directions and expectations always need to be explicit to prevent potential conflict and to maximize productivity.
78. What is your teamwork style?
    1. I’m very focused on the project at hand and can bring the group members back to the task if we get off track. I want to make sure that the job gets done as thoroughly and efficiently as possible.
    2. I’m a person who values communication in teams, and foster cooperation and making sure everyone is heard, so that we can all contribute to finding new ways to overcome problems.
79. What was the outcome of your last performance evaluation?
    1. Overall it was very good. It was a great opportunity to get some helpful feedback. I did realize I could strengthen my skills in answering communication more promptly even when I was very busy, so that I could perform better in the future with my team by giving quicker feedback.
80. Why are you looking for a job?
    1. My last employer lost all of his funding for the project, a reason out of my control, and therefore he couldn’t pay me anymore.
81. Why have you been unemployed for so long?
    1. Finding just any job is not too difficult, but finding the right job takes persistence and time.
    2. I carefully study the job offers I receive and consider only those that will allow me to do meaningful, quality work.
    3. I also took the time to polish my skills in \_\_\_\_\_ (name an appropriate job qualification of the position you’re interviewing for).
82. Why did you quit your last job?
    1. My professional knowledge was not used to the fullest there. I think your company and this job provide a greater opportunity to contribute all that I have to offer.
    2. Before my last job, I had always worked in very stimulating work environments where I could commit myself wholeheartedly. I eventually realized this wasn’t going to happen if I remained in that position.
    3. I was looking for ways to enhance and expand my technical skills, and I knew that my former job would not give me that important opportunity.
83. Why do you want to work for us?
    1. The position matchers my objectives exactly: \_\_\_\_\_\_\_\_\_ (mention two or three objectives that you have in common).
    2. I can offer your company: (describe three positive contributions you can make that will be valuable to this particular company).
84. What is the status of your job hunt?
    1. **\*Always be honest about your status. Even if not much has happened, you can still present this to the interviewer in a positive light.\***
    2. I’m doing well. I have established contacts with X companies, including yours. Negotiations are progressing with Y of them, but I am still uncommitted, and it’s prudent for me to keep pursuing other attractive prospects.
85. Have you approached other organizations?
    1. **\*Always be honest here too.\***
    2. Yes, two others as of now. Both are interesting companies, but this position is my first choice for \_\_\_\_\_\_\_\_ (list reasons) reasons.
    3. Yes, two others. One has offered me an interview next week, and I’m expecting to hear back from the other shortly.
86. Why should I hire you instead of someone else?
    1. This is a great position and my skills match the required tasks: \_\_\_\_\_ (list three).
    2. I believe my personality is a great fit for this company and I have the experience and capabilities you seek: \_\_\_\_\_\_ (list three of them).
87. If I were to make you a firm job offer, what would your answer be?
    1. I would accept, provided that we could work out the details to be mutually satisfactory.
88. Have you gotten any job offers?
    1. **\*Always be honest about this. Even if you haven’t gotten any job offers, you can still present this in a positive light.\***
    2. I’ve had three promising interviews in the last few days and have more to come, so I’m optimistic.
    3. I’m also still waiting for answers from a couple of other companies, but they’re moving a little slow.
89. How will you decide which job offer to take, including ours?
    1. My decision is already 90% in your favor. Can I have 48-hours to confirm it?
    2. I would weigh the benefits of all the jobs I have been offered and figure out which company would be the best fit for my skills and abilities. My goal is to work with a company where I can stay a long time and build a career. I’m not just looking for any job here.
90. We’re just about done. Do you have any questions to ask me?
    1. **\*Always ask at least a few questions here, to show the interviewer you’re interested.\***
    2. **Javid you already have questions to ask. Shit like “What challenged will I face in the first six months, what would you expect out of me in the first six months, how will my performance be evaluated…shit like that).**
91. What was your last salary?
    1. My last salary was within the range that I’m now looking for, which is between $X and $Y (mention a fairly broad range).
    2. My salary is a topic I would be happy to discuss after I have received a job offer. Have we reached a point where you are ready to make a firm offer?
92. Are you willing to lower your salary expectations?
    1. It depends on how much you need mw to lower it.
    2. I would consider it if the salary is adjusted upward after a specified time period that we negotiate now.
    3. Also, I would consider a lower salary if it’s possible for me to be compensated with other non-salary benefits.
93. How did you justify your salary in your last job?
    1. I did my job with enthusiasm and took my responsibilities very seriously. I succeeded in creating a 3D scanning app connected to a MEAN stack web component from scratch, leading a team that had just been assembled.
    2. I am very good at what I do, and I’m always willing to go the extra mile. For example, (mention Remembrance crunch and engine misunderstanding).
94. At this stage in your career, why aren’t you earning a higher salary?
    1. I believe I am worth more than I am currently making, and I feel my experience and skills reflect that. This is why I’m looking for a new job.
95. What are you worth?
    1. I’ve been developing software my entire life, since I was 14, and have been in this field professionally for six years, after getting a formal education in this. I’ve been steadily climbing in salary as my experience and skills grow, and on that basis, as well as the typical salary range for senior engineers, I believe I am worth between $X and $Y.
96. What salary figure do you have in mind?
    1. I think it would be helpful to our discussion if I understood what your company considers an appropriate salary for this job. What do you have in mind?
    2. My research and career path suggests a range of $X and $Y, and I believe my skills, education and experience position me in the top of that range.
97. Would you be willing to accept a lower salary for a training period of six months?
    1. Is a training period at reduced salary a standard requirement for new hires, or is there a particular reason you want me to consider it?
    2. In that case, I would consider it, but because I’m a very fast learner, I’d like to know whether the length of the training period could be determined by my progress and shortened if I came up to speed more rapidly than anticipated.
98. What kind of benefits are you looking for?
    1. I’m simply interested in the standard benefits package that most companies offer. I’d be happy to negotiate these once we reach an agreement that I am the right person for the job.
99. How important is salary to you?
    1. While salary is certainly important to me, it’s just one factor in choosing a job. I want to make a difference in my work and collaborate with compatible people on tasks I enjoy. This means more to me than the amount of financial compensation.
    2. However, I appreciate a good salary as a sign that my work is valued.
100. How do you feel about working overtime?
     1. As long as it’s done reasonably, and not all the time. How are these hours compensated, if not financially?
     2. Basically as long as it isn’t a routing expectation, but an exception for a good reason, like a project deadline.
     3. I hope it’s recognized that the need for employees to have a fair work-life balance is very important.
101. What do you expect to be earning in five years?
     1. In five years, I would say 15 to 20 percent more than I do now.
     2. In five years, I expect I will have developed even more skills and acquired more experience to have earned several promotions, with the accompanying increase in salary.