**1. Could you please tell me about yourself?**

**Would you first care to tell us a little about yourself?**

**Describe your background in brief?**

This question is not an opportunity for the candidate to tell his / her life story or to tell entire resume. Unnecessary details should be avoided. The interview team created an effect / concept in the head from the candidate's resume. The candidate's answer helps them confirm the accuracy of this effect. At the same time, the voice and body language allow the candidate to observe his/her calmness and self-confidence. Here, the candidate is expected to describe his / her strongest aspects, motivations and underlining experiences with just a few sentences. Next, they are expected to link these features to their specific goals and what they can do for the recruiting organization. In doing so, the expectation should be close to the requirements of the role in the job posting (Here keywords related to your own path should be selected). Response time should not exceed 1 minute.

The interviewers (Recruiters, Human Resource Managers) like to hear the stories of the candidates. There should be a good start to the story, an immersive development, and a basis for hiring the interviewer. The event that guides the candidate to the current profession / field of expertise should be mentioned and the training phase should be explained. Here, when talking about academic education and the common points of the candidate or the company's field of expertise, it is mentioned that you are a fully compatible candidate for the job by linking experiences, interests, passions here. This should be explained if a complex, exciting, unusual project has been managed.

**Example-1:** *“I come from a small town, where opportunities were limited. Since good schools were a rarity, I started using online learning to stay up to date with the best. That's where I learned to code and then I went on to get my certification as a computer programmer. After I got my first job as a front-end coder, I continued to invest time in mastering both front and back-end languages, tools, and frameworks.”*

**Example-2:** *“Of course, my name is Joe and I'm 27 years old. For the last 5 years, I have been working as a business analyst at X and Y Companies. I have a background in data analysis with my education at XY University. What really pushed me into this field was my internship at Company Z. Throughout my career, I've realized that I've always been good at using numbers and data. For example, while working at Company X, I managed a project to migrate all transaction data to a new data warehouse system to reduce costs. The new solution was much more suitable for our business and eventually saved up to $200,000 a year. As I move forward, I hope to expand my experience in different sectors, especially financial technology. That's why I'm interested in your company.”*

| **Positive Words to Describe Yourself** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Persistent | | Genuine | | | | | Patient | | |
| Enthusiastic | | Disciplined | | | | | Straightforward | | |
| Passionate | | Dynamic | | | | | Intelligent | | |
| Ambitious | | Modest | | | | | Tough | | |
| Tenacious | | Extroverted | | | | | Sympathetic | | |
| Generous | | Romantic | | | | | Clever | | |
| Considerate | | Independent | | | | | Resourceful | | |
| Courageous | | Witty | | | | | Chill | | |
| Fearless | | Open-minded | | | | | Joyful | | |
| Practical | | Energetic | | | | | Easygoing | | |
| Sincere | | Motivated | | | | | Sociable | | |
| Adaptable | | Truthful | | | | | Funny | | |
| Happy | | Friendly | | | | | Thoughtful | | |
| Kind | | | Reliable | | Introverted | | |
| Warmhearted | | | Loyal | | Bright | | |
| Easygoing | | | | Adventurous | | Emotional | | | | |
| Optimistic | | | | Affectionate | | Honest | | | | |
| Versatile | | | | Flexible | | Loving | | | | |
| Energetic | | | | Sensitive | | Exuberant | | | | |
| Gentle | | | | Cheerful | | Intuitive | | | | |
| Understanding: | | | | Helpful | | Hard-working | | | | |
| Determined | | | | Attentive | | Self-confident | | | | | |
| Leader | | | | Extrovert | | Bold | | | | | | |
| Confident | | | | Conscientious | | Creative | | | | | | |
| Decisive | | | | Dependable | | Diligent | | | | | | |
| Imaginative | | | | Influencing | | Inspirational | | | | | | |
| Organized | | | | Perceptive | | Personable | | | | | | |
|  |  | | | | | | |  |
| Visionary |  | | | | | | |  |

**2. Why do you want to work here?**

**Why do you want to work here?**

**What attracted you to our company?**

**Why are you interested in this position??**

The employer would like to know your motivation for this job.

The purpose of this question is whether the candidate has done research about the company, and how much of it is true. Does s/he know the future plans of the company and the business partners of the company, if any? Most importantly, does s/he have a good command of the subjects such as in which areas s/he works? For this purpose, read all the resources you have found about the company before the interview and learn about its values, mission, latest developments and innovations, executive level, history, products and services. Then let them know how the highlights of this value and mission match your career line and what attracts you (perfect-fit). Your answer, should indicate that by searching you applied for this advertisement, not just because there was a job advertisement. For example, it can be said that "I chose companies whose missions overlap with my values so that I can be excited about the work of the company and because your company is at high levels in the company rankings I chose". The fact that you have heard this announcement from an employee or a relative following the company sends the message that you know the requirements of the job and that you are coming to work at this company.

If you are a sympathizer or product user of the company, share this as well. You can find this information on the company's website, career pages, job advertisement sites such as “totaljobs” or press releases published by the company or the relevant industry branch. Mention that the place of work, brand, team harmony and job title are important to you.

**Example-1:** *“I learned about the position through LinkedIn as I've been following your company's page for a while now. I'm really passionate about the work you're doing in X, Y, and Z areas, so I was excited to apply. The required skills match well with the skills I have, and it seems like a great opportunity for me to contribute to your mission, as well as a great next move for my career. ”*

**Example-2:** *“I'm impressed by your company's commitment to the growth and development of its employees. One of my friends works in your marketing department and she has praised this company for its excellent treatment of employees for years. I'm looking for a company that empowers and challenges its employees to be the best professionals they can be. In my research, I have found that you invest in on-going education of your employees through education reimbursement, onsite training and mentorship programs. In addition, you have a great reputation for leadership in the industry. This is a company at which I would be honored to grow my career. "*

**Example-3:** *“Well, the Amazon's reputation is definitely a factor. I would proud to build a career with Amazon, a company with such a long*[*history of leadership*](https://resources.biginterview.com/behavioral-interviews/leadership-interview-questions/)*in the industry. Also, a good friend of the family has been working in corporate finance at Amazon for the last two years and he told me that the culture supports learning and development on* the job-and *really rewards hard work. These are values I also share and feel I could be an excellent fit with Amazon. "*

**Example-4:** *“I saw an article in Business Week about your new CEO John Jacobs and the firm’s renewed focus on technology innovation. I consider myself an innovator and I would love to work for an organization that’s leading the future of the industry.”*

1. Search the company's website.

2. Review the company's social media accounts.

3. Study the job description*.*

4. *Make a list of your favorite things about the job.*

5. *Identify your core values.*

6. What kind of cultural environment would you like to work in?

7. What qualities do you think are necessary for strong, healthy relationships?

8. What features do you like the most about the people you choose as role models?

9. What motivates you*?*

10. *What qualities do you wish to develop in yourself professionally and personally?*

11. *What qualities will it take to achieve your future goals?*

* **How can you help the company succeed?**Read the company and what the industry's business areas are. Has it recently changed its product or service offerings? What competitive pressures is it facing? Consider this landscape and think, “What knowledge and experience do I have that would be especially useful to this employer right now?” think about that way.
* **What past career successes could you potentially repeat at this company?** In previous jobs, how did you meet or exceed your employers’ expectations? In What problems solving did you play a major role? What ideas did you introduce that helped the company save money or otherwise boost its bottom line? What lessons have you learned that you could apply in the future to create value for the potential employer?
* **How can complete company culture?** A candidate’s ability to fit within the organizational culture is an important hiring factor for many employers. So, do your homework on the company’s   [culture and identify what you find most appealing about](https://www.roberthalf.com/blog/job-interview-tips/what-company-research-can-do-for-shrewd-job-seekers) it.For instance, if the firm encourages entrepreneurial thinking and that’s important to you, include that in your response. A good answer will demonstrate knowledge of the company and industry. That means you must do your homework so that you can identify **specific reasons** for wanting to work for the firm.

**These reasons could include one or several of the following:**

* *Company general reputation*
* *Reputation of key leaders*
* *Admiration of products/services*
* *Admiration of other company initiatives (marketing campaign, community involvement, training programs)*
* *Company culture and values*
* *Company growth/success*

**Key-words/Sentences**

* *“I see this opportunity as a way to contribute to an exciting/forward-thinking/fast-moving company/industry, and I feel I can do so by/with my … ”*
* *“I feel my skills are particularly well-suited to this position because … ”*
* *“I believe I have the type of knowledge to succeed in this role and at the company because …”*
* *“I’m excited about this job opportunity, as it would allow me to …”*

**Common Mistakes**

**“Why Do You Want to Work for This Company?”**

* **A too-general answer that could apply to any company.** Most of my interview coaching clients make this mistake. *“Here is a wonderful place, I would like to work here very much.* That’s nice, but it’s also not very memorable or believable.
* **An uninformed answer that shows you haven't done any research.** The worst thing you can do is show that you don't even know what the company is doing, or that you just have a vague idea and expect the interviewer to inform you.
* **An unenthusiastic answer that makes the interviewer wonder if you really want the job.**You want to convince the interviewer that you are excited about the idea of working for his company.
* **Abstain from an answer like this:** *“I heard that there were job vacancies here, that’s why I am here."*

**3. What makes you better than other candidates?**

**What makes you better than the other candidates?**

**Tell me about your strengths.**

The response should describe how the skills and experience will ensure the company's success. The answer should basically be, “I bring a unique combination of strengths, experiences, and knowledge that will better address the challenges your organization faces than anyone else.” In addition, the response should detail both a few of the candidate's descriptive characteristics and a few issues that the organization / department is facing and can help with their resolution. Here (rather than just broad claims that make it look like praiseworthy), he should talk about specific achievements or strong performance history. If you mentioned it as one of the strengths of your creativity, then explain which problem you use this feature to solve.

Some General Keywords Related to Work:

* Trustworthiness
* People skills:  personal effectiveness-personal activity, interaction skills-interaction and intercession skills-mediation
* Honesty / Accuracy
* Reliability or dependability / Reliability endurance
* Public speaking skills
* Ability to take initiative
* Ability to handle criticism
* Communication skills
* Problem-solving
* Leadership experience
* Customer service / Customer Service
* Strong written and verbal communication skills
* Computer experience
* Conflict resolution

**Example-1*:*** *“I think a strength of mine is my* ***adaptability****. During my time as an office manager, I supported a small team where being able to think on your feet and being* ***flexible*** *was a real asset. When two members of our four-person team happened to fall sick at the same time and were out of the office for two and three weeks, I worked* ***overtime*** *to* ***support*** *our clients by performing the function of my colleagues while they could not. ”*

**Example-2:** *“What makes me better than other candidates is my ability to remain* ***positive*** *even when I fail. I take failure as a part of my* ***experience*** *in my career growth journey. In my previous role as a* ***team leader,*** *I tried to make my* ***team members*** *more* ***accountable****, but I discovered that my approach slowed down my team members’ productivity. Instead of getting angry and scrapping the process, the* ***experience*** *allowed me to come up with a better solution that kept my team members* ***productive*** *while they tried to be* ***accountable****. At the end of the day, my solution* ***increased productivity*** *by 30%.”*

**Example-3:** *“What makes me better than other candidates is my natural ability to* ***organize*** *things. In my previous role as an* ***administrative*** *executive, I reorganized the office supplies in the cabinet by categories. I ensure the names of every supply. Because the right items were easier to find, the office placed fewer orders on supplies and we saved 15% on office supplies.”*

**Example-4:** *“What makes me better than other candidates is my 4-year* ***experience*** *in internet Wi-Fi device retail and my* ***problem-solving*** *skills. I naturally don't let people walk away with their* ***challenges****, I do my best to* ***solve*** *them.*

**Example-5: “***In my previous job as a customer service sales representative, I was always known for* ***solving the problems*** *that customers bring to me. The company retained more clients because of my problem-solving abilities. I was eventually awarded for always wanting to help.”*

**4. Where do you see yourself in 5 years?**

**Where do you see yourself in five years?**

**Where do you want to be in 5 years?**

**Where do you see yourself in the next 5 years?**

**What are your career goals?**

**Describe your career goals.**

**What are your long-term career goals?**

**What are your goals for the next 5 years?**

**What specific steps will you take/are you taking to achieve your vision of yourself in the next 5 years?**

This is an opportunity to show that the candidate is sufficiently motivated in the question. His answer should be to show that what he's going to do for this company is something he's excited about five years from now. Employers also want to make sure that their new hires don't start a step further. Therefore, unless the position is clearly temporary, the candidate is expected to feel that he or she will remain with the company during this period.

This question has three objectives:

1. Do you plan to work for the company for a long time?
2. Do your career plans match the company's commitments?
3. What kind of rise do you have in mind?

The best answer is that your expectations match the goals of the company.

**Example-1:** *“In 5 years, I hope to continue to do what I enjoy every day from a greater position of responsibility. On a daily basis, I am motivated by the work that allows me to put the pieces together to look at the big picture and analyze complex problems. I also value autonomy and flexibility in my approach to delivering results and having a financially rewarding job for myself and my company. Based on what I have learned about your company and this opportunity, I believe that this organization is very suitable for me both now and 5 years from now. "*

1. Think about how your goals fit with the job description.

2. Envision the experiences related to this position that you’d like to have on your resume in five years.

3. Reflect on your interests and how they might evolve in this role.

4. Demonstrate your eagerness to grow within the company.

5. Make it clear you’re willing to learn.

6. Highlight your commitment to the company.

Define your goals for the next 5 years or more. “From there, I’m hoping to decide if I’d like to become a marketing specialist or continue as a generalist, but regardless, I’m hoping to eventually move into a marketing manager or strategist position where I’m making bigger-picture choices regarding campaigns and branding.”

**Start** your answer with one or two key goals and consider connecting them with some of the qualities you want to convey to the interviewer. For example, “I'm someone who loves learning about new technology and trends, so in the next five years, I see myself as having established strong knowledge on what's new and emerging in digital marketing.”

**Next** dive into how and why you will have done these things. Interviewers want to see that you've thought through your plan. So, continuing with the example you might say: “By working as an analyst, I will have gained experience in analyzing the results of a range of marketing tactics, and I'll have stayed on top of new developments by becoming active in one or more professional marketing groups. I will also use my analysis and knowledge to contribute to the conception of marketing campaigns and gained some experience running campaigns myself. This will give me a good foundation in marketing practices and help me leverage new trends effectively to create marketing campaigns that never feel stale.”

**Finish** with your ambitions beyond the next five years (if you'd like). “From there, I'm hoping to decide if I'd like to become a marketing specialist or continue as a generalist, but regardless, I'm hoping to eventually move into a marketing manager or strategist position where I'm making bigger-picture choices regarding campaigns and branding.”

**Example-2:** *“One of my future goals is to take the lead on a creative project. To do so, I’ve decided to take online courses in project management in my spare time, and I’ve been using Asana to manage my own work so I can familiarize myself with project management software. I would love to put my hand up for these kinds of opportunities within this role.”*

**Example-3:** *“In five years, I would love to be an industry expert that others can come to for ideas, help and strategy. I've had amazing mentors and managers in my past positions, so I've like to be able to provide similar guidance, potentially taking on a leadership role. Finally, I'd like to have taken the lead on a project I'm passionate about. I'm motivated by connecting my initiatives to a company's larger goals and I'm excited by the prospect of getting more experience in that. "*

**Example-4:** *“Some Of my future goals for the next few years include leading a design team in a formal or informal capacity. I’m also excited about the prospect of working with product and event teams on developing streamlined processes—this is a natural fit with my project management background. I’d also like to further develop my skills in user experience to aid in creating more user-focused designs all around.”*

**Example-5:** *In five years, I want to complete the internal training program for my position. I've read about it on your website, and I think it's a fabulous program. Not only would I get all the training for my role, but I would be on the fast track to becoming a project manager. That's my top career goal. Plus, my ideal path would include working abroad for a couple of years. I understand that it's of value to you to find people prepared to do so.*

**5. What is your biggest weakness?**

**What is your greatest weakness?**

**What is your weakness?**

**What are some of your weaknesses?**

**What are your weakest areas?**

**What are your weakest skills?**

**What do you consider to be your weaknesses?**

**What are your strengths and weaknesses?**

**What would your current boss say is your weakest area?**

**Tell me about a time you failed.**

**Describe a difficult work situation and what you did to overcome it.**

First of all, one of the bad answers to this question is "I have no weakness". By asking this question, the interviewer may be hoping to identify a major defect that could cause them to detain the candidate from hiring. We all have our weaknesses; the important thing is to know that thecandidate should talk about such a weakness that it should be perceived positively. For example, I'm a perfectionist. This can cause me to limit my time to myself or my family. Or; I occasionally make constructive criticism for the success of the company, which can sometimes upset my friends.

Words about measurable skills that you can talk about when describing your weaknesses:

Some examples of hard skills you might mention when answering an interview question about your weaknesses are:

* Advanced mathematics
* Creative writing
* Financial Literacy
* Foreign languages (or one particular foreign language)
* A particular software package
* Sports

Words related to social skills that you can talk about when describing your weaknesses:

Some soft skills you might mention when answering questions about your weaknesses include:

* [Creativity](https://www.thebalancecareers.com/creative-thinking-definition-with-examples-2063744) (many jobs don't require creativity)
* Delegating tasks (if you're not in a management role, you won't need to delegate)
* Humor (it's fine if you're not funny)
* Spontaneity (you work better when prepared)
* [Organization](https://www.thebalancecareers.com/organizational-skills-list-2063762)
* Patience.
* Taking too many risks
* Being too honest
* Creativity
* Task delegation
* Impatience
* Taking on risks
* Creative writing
* Financial Literacy
* Foreign languages (or a particular foreign language)
* A particular software
* Being too honest
* Multitasking
* Public speaking/Presenting
* Shyness
* Time management
* Sharing responsibility
* Self-criticism
* Teamwork
* Sensitivity (%)
* Taking on too much responsibility
* Taking on too many projects at once

1. Choose a weakness that will not prevent you from succeeding in the role.

2. Be honest and choose a real weakness

3. How did you work to improve or combat this weakness? / Provide an example of how you've worked to improve upon your weakness or learn a new skill to combat the issue.

4. Think about your weaknesses in your personal life.

5. Where would you like to be and what support would you need to get there? / Think of where you'd like to be and what support you need to get there.

6. Don't overdo it and underestimate yourself.

**1. I am impatient / Lack of Patience**

**Example-1:** *"I don't have much patience when working with a team — I am incredibly self-sufficient, so it's difficult when I need to rely on others to complete my work. That's why I've pursued roles that require someone to work independently. However, I've also worked to improve this weakness by enrolling in team-building workshops. While I typically work independently, it's important I learn how to trust my coworkers and ask for outside help when necessary. "*

**2. Lack of Organization**

**Example-2:** *"I struggle with organization. While it hasn't ever impacted my performance, I've noticed my messy desk and cluttered inbox nonetheless interfere with my efficiency. Over time, I've learned to set aside time to organize my physical and digital space, and I've seen it improve my efficiency levels throughout the week*. "

**3. I cannot delegate authority; I try to do everything myself. / Trouble with Delegation**

**Example-3:** *"I sometimes find it difficult to delegate responsibility when I feel I can finish the task well myself. However, when I became manager in my last role, it became critical I learn to delegate tasks. To maintain a sense of control when delegating tasks, I implemented a project management system to oversee the progress of a project. This system enabled me to improve my ability to delegate efficiently. "*

**4. Timidity**

**Example-4:** *"Oftentimes, I can be timid when providing constructive feedback to coworkers or managers, out of fear of hurting someone's feelings. However, in my last role, my coworker asked me to edit some of his pieces and provide feedback for areas of improvement. Through my experience with him, I realized feedback can be both helpful and kind when delivered the right way. Since then, I've become better at offering feedback, and I've realized that I can use empathy to provide thoughtful, productive feedback. "*

**5. Lack of Tactfulness**

**Example-5:** *"My blunt, straightforward nature has allowed me to succeed over the years as a team manager, because I'm able to get things done efficiently, and people often appreciate my honesty. However, I've recognized my bluntness doesn't always serve my employees well when I'm delivering feedback. To combat this, I've worked to develop empathy and deeper relationships with those I manage. Additionally, I took an online leadership management course, and worked with the professor to develop my ability to deliver feedback. "*

**6. Fear of Public Speaking**

**Example-6:** *"Public speaking makes me nervous. While I don't need to do much public speaking in my role as a web designer, I still feel that it's an important skill — especially when I want to offer my opinion during a meeting. To combat this, I spoke with my manager and she recommended I speak at each team meeting for a few minutes about our project timeline, deadlines, and goals when developing a website for a client. This practice has enabled me to relax and see public speaking as an opportunity to help my team members do their jobs effectively. "*

**7. Weak Data Analysis Skills**

**Example-7:** *"I'm not great at analyzing data or numbers. However, I recognize this flaw can prevent me from understanding how my content is performing online. In my last role, I set up monthly meetings with the SEO manager to discuss analytics and how our posts were performed. Additionally, I received my Google Analytics certificate, and I make it a point to analyze data related to our blog regularly. I've become much more comfortable analyzing data through these efforts. "*

**8. Indecisiveness**

**Example-8:** *"Sometimes I struggle with ambiguity and make decisions when directions aren't clear. I come from a work environment that always gives clear and direct instructions. I had such a strong team and leadership that I haven't had much practice making decisions in the heat of the moment. I'm working on this by leaning more into my experience and practicing listening to my gut. "*

**9. Hard Self-Criticism**

**Example-9:** *“My inner critic can be debilitating at times. I take pride in producing good work, but I feel like I struggle feeling satisfied with it, which has led to burnout in the past. However, I've started to push back against this inner voice by taking care of myself before and after work. I'm also learning to recognize when my inner critic is right and when I need to dismiss it.”*

**10. Detail / Micromanaging**

**Example-10:** *“I used to work in industries where I had to cultivate a solid work ethic in my employees. This style of training has been so ingrained in me that I've forgotten to discern who may need that coaching and who does not. I've been reading books on effective delegation and team building to work on this shortcoming. One technique that works for me is assuring myself that if I establish clear expectations, then my team will follow. I've also learned to trust my team members. ”*

**11. Talkative**

**Example-11:** *“I enjoy developing a relationship with my coworkers by engaging in conversation, and that's a great team-building skill. However, I have a habit of carrying on a conversation to a point where it may distract other coworkers. I have learned since then that there are other ways to connect with my coworkers, and that if I'm asking about their day, I need to keep it brief and redirect myself back to my work. ”*

**12. Trouble Maintaining a Work-Life Balance**

**Example-12:** *“I've struggled with work-life balance, especially after I started working remotely during the pandemic. This increased my stress levels to the point where my productivity was at an all-time low and I didn't bring my best self to work. Because I want to continue working remotely, I've started adding more structure to my day and instituted a sharp start and end time. I've already seen improvements in my levels of focus during working hours. ”*

**13. Lack of experience**

**Example-13:** *“I'm not experienced with the latest version of Adobe Illustrator, because I've practiced my skills using CorelDRAW. However, considering they are both design software, I think I could learn how to use Adobe in no time.”*

*“I'm not experienced in analyzing large amounts of financial data because I have enough to properly practice the financial literacy skills I acquired at university. I'm confident I will get the hang of it as soon as I get first-hand work experience.”*

**14 Multitasking**

**Example-14:** *“My weakness? I multitask too much. I first noticed it was an issue in my last job - I was too distracted and tackling two or three tasks at once ruined my productivity. I've been minding how I work ever since and I make sure to always define and prioritize all my tasks. Then, instead of juggling 3 at the same time, I try to go through them one by one.”*

**6. How do you motivate other people to perform?**

**How do you motivate others to perform?**

**How do you motivate others?**

**How do you keep your team motivated?**

**How do you motivate people?**

Give examples of your past experiences here. The interviewer would like to know your professional background and how you behave in certain situations. You can do this using the STAR technique. STAR = **S**ituation, **T**ask, **A**ction, **Re**sult. During the interview phase, a confident attitude should be created in the conversation with the employer or recruiter. Being aware that the candidate is a strong competitor indicates that he/she is aware of his/her ability to manage and be managed. How do you motivate your teammates who work under you? When the question comes up, it is effective to create an answer considering all your skills. What is wanted to be learned in such questions is how you will draw a way to move team members up in terms of psychological and productivity and what you are really motivated by. How you motivate your teammates is an important criterion for evaluating your leadership traits. Human resources experts want to see how you create an environment for staff working in or under teamwork. The response, which will be prepared in the form of situation, action and outcome, allows recruiters to understand your leadership and strategies. You can give examples by focusing on business ethics and company structure while motivating your teammates working under you. The point to be considered here is to **emphasize that you understand the needs and perspectives of others in the work environment.**

**Example-1:** *“In my previous job, I was a project manager and carried out various motivating approaches for the team members working under me. As soon as the projects arrived, I assigned tasks to the team and implemented a reward strategy. For example, if the project was successful, I was taking the team to dinner and we were having a pleasant time. When the project started, the team was happy to work with this system and there was a time to discuss both brainstorming and the project by organizing weekly meetings for status control. Thanks to these meetings, I had the opportunity to watch what the team members needed and their development separately. Apart from the meeting, I visited my teammates one by one and made them feel motivated by making them feel that they had a question and that I was there to help. I am a manager and am responsible for the successful completion of the project. Thanks to the strategies I have developed, I achieve success... "*

**Example-2:** *‘In my previous job, I was dependent upon the work of a colleague in our team to reach the set project goals. He was fairly new to the team and I saw that he was somewhat struggling in reaching his targets. I had a one-on-one conversation with him and asked him what I could do to help him reach his project goals.*

*I asked him about what motivated him and if I could help him reach his targets to make sure that we would complete our project successfully. He told me that he wished that he would get a little more recognition for the work that he put in and the input that he had to the project in general.*

*I explained the importance of the project and that we were working for an important client. After he expressed his thoughts, I told him that I would be happy to nominate him for an employee recognition award if we would finish the project within the deadline and if the client would give us positive feedback on it. Together with the team, we finished the project in time and I nominated my colleague for the ‘Rookie of the Year’ company award which he won. '*

**Example-3:** *“While motivating my teammates working under me, I express their strengths and abilities. For example; there is a team member who does not contribute to the team goal in the last company I worked with. I made a conscious effort to motivate him by stopping by his desk every morning. I complimented him on what he did for the team and what he added, and I was aware that he had the necessary skills. A week later, he was already on the rise in his individual goals and began to express his original ideas…”*

**Example-4:** *‘In my previous job as a project manager, I used a range of approaches to motivate team members. This started as soon as projects werekicked-off. I delegated tasks to the team and put up a reward for important projects. For example, if we would successfully finish a project, I would take the team to the new restaurant in town.*

*Once the project started, I would schedule weekly meetings where we would discuss the planning and progress to make sure that everyone knew the status and that we were working towards our goals. During these meetings, I would let everyone update the team of their specific progress and discuss what they might need from their teammates. This way the team was motivated to work harder in order to not let their coworkers down.*

*During the project, I would also check up on all team members individually to see if they encountered any issues or if they had any questions. Because I'm the manager I'm responsible for the project as a whole and therefore I want to help out where I can and motivate them when needed. If the project was a success, I would report the specific team members that went above and beyond for the team to the directors. '*

**7. Would you ever lie for a company?**

**Would you ever lie for a company?**

This question is a classic integrity vs loyalty test question and can become important enough to influence the job interview when clues are not known in advance. If you say no, you're incompetent, if you say yes, you're a liar. Here's what you should do when faced with this question. Am I for integrity or am I for loyalty? For a professional and modern person, a balanced approach in the person is the most logical. In other words, you should be establishing this balance in your normal life. Because those who cannot establish this balance cannot succeed in their social and economic lives.

Naturally, what needs to be done is also simple. When this question is encountered, it should be essential to find the balance between the two terms and to explain this exactly to your interviewer. For example, let's find an average answer. Let this answer be such that it is always valid without the sector or profession group noticing. For example, an answer like this is universal and applies under all circumstances: **"I do not do anything that will harm my company"**

This sentence is a very balanced indicator of consciousness and is included in quality standards. It is not possible for a human resources expert who receives this answer to force you further, because this time you may think that the interviewer is investigating you to do something dangerous and even unacceptable, which cannot be the case for human resources experts.

You may also encounter different versions of such questions. This question can be transformed and translated and asked in dozens of different ways. What you have to choose here is always to maintain personal integrity, because at the end of the day, what you need most is your own self. Regardless of the situation, your answer will be to tell the truth in any case. Be smart, confident, positive, and honest.

**Example-1:** “*I do not lie to advance personal or business goals. There is always an honorable way to succeed and I will always work towards genuinely earned success.*

*As long as I am in accordance with company and legal guidelines, I would do what is best for the company and try to effectively resolve any issues that may arise. "*

**8. Describe a couple of things that bother you.**

**Tell me a few things that bother you.**

**What annoyed you / angry you in your previous jobs?**

**What annoyed you in your previous work? / Annoyed you?**

It is a question used to see that the candidate has a good work ethic.

Your answer to any question about anger should contain two components. First, describe the specific situation that disappointed you, and then explain how you handled it. The situation should be work-related and not something that happens in your personal life. Keep your explanation short and concise. When describing the situation, avoid fervent words such as "hate" or even "angry." Instead, use less intense words such as “frustrated” to describe your anger. This will emphasize that you are not someone who will lose control in a difficult scenario. When answering, keep your tone equal or light - that is, you don't want to look fired up just when describing the situation.

Emphasize how you don't normally feel anger at work. Describe a particular situation in which you are frustrated. Explain how you handled the situation effectively and found a solution. Conclude how this experience informs your current approach.

This question is very important for job seekers and managers because they control individual behaviors or coercive behaviors in a work environment. One of the most important facts about life is that everyone gets angry and people get angry at different things. No employer wants to hire someone who's angry and angry at everything. The recruiter asks this question to check your level of adaptability to situations because there is no perfect work environment and such situations will always come, but the level of your tolerance is important.

**If this question is asked, the first thing to do is to admit that you are upset and to be clear to the interviewer about what is bothering you. Now is not the time to play Mr. Perfect because everyone's upset and you're not perfect. As a person, you can also react to situations.**

**Example-1:** *"I am committed to my job. So it bothers me that a colleague of mine is only there to fill in the time, or that a colleague chooses to solve a puzzle close to the deadline of a project.”*

**Example-2: “***I don't think anger is an appropriate workplace emotion. I have dealt with situations that I found frustrating; for example, I had a coworker who was very confrontational in her written and oral communication. I felt like I was constantly being criticized for things beyond my control. I sat down with her and talked about ways that we could improve our communication. After having that calm, productive conversation, our relationship as co-workers improved greatly, and we actually became collaborators on a number of successful projects.”*

**Example-3:** “When I was working on a big project with a team, I was disappointed when a team member couldn't deliver a product on time after promising to be ready. I took a moment to walk around the block, then invited the team member out for coffee to talk about what happened and how I could help. My approach focused more on “how we can fix this in the future” than on my colleague's failure. My colleague had serious personal health problems and I was glad to take the time to learn that he was dealing with overdue jobs from a few other projects.”

**9. Did you ever have difficulty with a supervisor (co-worker)? How did you resolve the conflict?**

**Have you ever had difficulty with a supervisor (co-worker)? How did you resolve the dispute?**

**What do you do when you disagree with a manager?**

**What do you do when you disagree with a manager?**

This question is an opportunity to explore the candidate's personal qualities and problem-solving skills that make them a strong job candidate. The candidate should not mention that he/she is constantly experiencing conflicts. This conflict must be about a precedent and for the benefit of the company.

Employers often want to know about your previous relationships with your managers, especially about times where you might have encountered tough conversations. They often expect that sometimes you and your manager might have experienced differences in opinion.

**Why do employers ask when you can't get along with a manager?**

Employers might ask the question, "Describe a time when you disagreed with your supervisor," to learn more about your communication skills. Differences in opinion are common in the workplace, so this question is more about how you evaluate situations and communicate ideas that might contradict what others are saying. Specifically, with supervisor disagreements, they hope to learn how you maintain a high level of respect for management while effectively communicating your unique ideas. Disagreements can often result in conflict, so employers may hope to learn how you handle these situations.

**“What do you do when you disagree with a manager?” how to respond**

Here are the steps you can follow when answering this question:

**1. Describe the situation**

Consider describing the situation with your supervisor objectively. You might detail what a project goal was, your assignment or the suggestions made by your manager. Try keeping the details of the situation focused on your responsibilities and interactions with your supervisor as they relate to this one specific situation. Maintain a positive tone while detailing the situation to show your respect for leadership and their decisions.

**2. Share why you disagreed**

Once you provide an overview, you might explain how you evaluated your manager's idea. Describe your critical thinking process and how you disagreed. This can show hiring managers about your ability to evaluate possible solutions and determine what you think is best.

**3. Express how you communicated with your supervisor**

Consider sharing the steps you took to discuss your opposing views with your supervisor. You might have scheduled a formal meeting to discuss your process and why you think your ideas might be better for the team or goals. Showing how you expressed appreciation for your managers while sharing your viewpoint can help hiring managers see your respect for your manager.

**4. Discuss the outcome**

Share what the outcome was from your disagreement. Your manager may have accepted your input but decided to pursue their idea. In some scenarios, you may have influenced your manager to change your mind. This can show the effectiveness of your critical thinking skills. Consider describing the actions you took after discussing your opposing viewpoints to show your ability to follow through on your responsibilities.

**5. Share what you've learned**

Sharing what you learned can show hiring managers your ability to reflect on certain situations. They might appreciate that you can reflect and improve on your own skills through different situations. You may have learned ways you could better communicate differences in opinion or why voicing these is important to discuss all possible options in a situation. Discussing a positive resolution shows how you can turn a potential conflict into a learning experience.

**Example-1 (with Manager):** *“When I started working for a manager, he gave me less feedback than I was used to, which made it difficult for me to meet his expectations. We had a few disagreements because each of us misunderstood what the other wanted. Then I met him and asked for more specific, honest input. When we were on the same page, we worked together successfully for two years. Now, when I start working with a new manager, I take the time to discuss our styles and expectations. ”*

**Example-2: (Failure to agree on a task):** *"My former manager once suggested I used a new advertising strategy on one of our top products. As we hadn't tested this strategy yet, I wondered if it might be better to test it on one of our lower-performing products. I scheduled a half-hour meeting with her to discuss that since we depend on the revenue for the top-selling product, testing it out on something else might help us develop the process and refine our strategy before deploying it on our best sellers. She thought that might be a good idea, so we did that and noticed there were edits we needed to make to the copy templates before using it on the better product. Although I was nervous, sharing my opinion helped give me the confidence to provide input on similar situations."*

**Example-3 (with a colleague):** *“I was working as a project manager on an IT project and a technician was constantly finishing tasks late. When I approached him about it, he reacted defensively. I remained calm and acknowledged that deadlines were difficult and asked how I could help him improve his performance. He calmed down and said he was involved in another project where he had to do tasks that weren't in his job description. After our interview with the other project manager, we reached a solution that alleviated the technician's workload. The technician did a great job for the rest of the project. ”*

**10. If you could be any animal in the world, what would you want to be, and why?**

**What is the best answer to if you could be any animal?**

**If you were any animal in the world, what would you be and why?**

**Dos and Don’ts**

* Do think about the type of job you’re interviewing for before you answer.
* Be prepared to tell the interviewer why you chose that animal.
* Be creative and think outside the box, but be sure you make a connection between the animal and the job position.
* Don't focus on why you love the animal so much.
* Do focus on the characteristics of the animal and how they relate to the job.
* Name one or two traits the animal has that also relate to you.
* Keep your answer simple.
* Don’t focus on the negative characteristics of the animal.
* Don’t choose an animal that will give the interviewer a bad impression of you. (Like a sloth, for example.)
* Don’t avoid the question or answer by saying you wouldn’t want to be any animal.

**Be prepared to tell the interviewer why you chose that animal**. Be creative and think outside the box, but be sure you make a connection between the animal and the job position. Don't focus on why you love the animal so much. Do focus on the characteristics of the animal and how they relate to the job.

**Example 1: *“I want to be an ant.***

*I want to see how big this world can be for me then.*

*I want to run along the walls and roofs of my house.*

*I want**to take shelter under those tiny seedlings in my courtyard.*

*I want to be super strong. (Ants can raise weights around 50 times of their own weight).*

***Ants have their own form of civilization (city-like colonies).***

*They build and maintain the nest, protects the colony from other ants and, most importantly, feed the colony. Workers forage for, gather and allocate food, making sure the queen's offspring will grow to fulfill their responsibilities to the colony.*

***Ants are good farmers.***

*Leaf-cutter ants in the Amazon are known for gathering fresh leaves, dragging them back into their nest, and using the raw plant matter to grow a form of fungus they eat as food.*

***Ants keep their own form of livestock***

*some species have been recorded 'milking' a sugary substance from aphids living on the same trees they do. The aphids in return get protection from the ants who will attack aphid predators.*

*Humanity must learn a lot from these little creatures. This is an imperial form of society!!!*

***In their society;***

1. *Nobody cheats*
2. *Nobody kills*
3. *Nobody dies of hunger*
4. *Nobody is homeless*
5. *No drugs/alcohol*
6. *No wars*
7. *No religion*
8. *No caste*
9. *No honor killings*
10. *No rapes*
11. *No acid attacks*
12. *No hashtags for victims*
13. *No money.*

***Everybody works, everybody lives……***

***Peace****!!*

**Example 2: “***If I could be any animal, I would be a monkey because monkeys are intelligent and great problem-solvers.” A monkey may seem like a strange animal to compare yourself to, but they have a lot of characteristics that would suit someone applying for a role that requires teamwork and innovation.”*

**Example 3: *“I would be a dog because I love being around other people. Much like a dog, I'm happiest when I get to engage with groups and I enjoy supporting those around me.”***

**4. *“I would be a dolphin because I love communicating with others and working as a team.”***

**5. *“I would be an elephant because they're strong, and great leaders. Elephants usually stay in small groups, but they're extremely loyal to those around them.”***

**6. *“A horse is the type of animal I would be because I'm focused, and able to work independently or in a group.”***

**7. *“I would be a giraffe because I pay attention to what's ahead and I'm extremely gentle.”***

**8. *“If I were an animal, I would be an eagle because of the strength, agility, and leadership qualities of the eagle has. I pay close attention to everything around me, and I am patient when waiting for an opportunity.”***

**11. How do you work under pressure?**

**How do you work under pressure?**

**How do you handle stress?**

**Can you work under pressure?**

**How do you deal with difficult situations?**

Whichever kind of pressures are asked; these pressures can often be anything that prevents doing the job, such as expires - deadlines, boss demands, employee performance issues. You should be prepared to answer this question, which is one of the frequently asked interview questions, because the other party never wants to hear that you are not stressed. Because everyone experiences stress in life one way or another, so the employer wants to know if you know how stress and pressure affect you by asking this question and how you deal with these situations. A person who does not follow the right path under stress and pressure lowers the motivation of both himself and the team.

To answer this question correctly, you must give specific examples of how you have dealt with the stressful situations you have experienced in the past. You can also talk about how pressure and stress make you a more productive employee. In this way, an image of how you perform in stressful situations is created in the interviewer's head.

But feel free to talk about situations where you put yourself under unnecessary stress in doing so. For example, do not talk about a situation where you are under stress because you need to finish a project prematurely. Instead, talk about a time when you are responsible for a difficult project or multiple projects, and how you are doing in this situation.

When talking about this, try not to focus on how much stress you are under in that situation. When talking about how stress is a very natural thing, talk about how you deal with stress rather than dwelling on how stress puts you in a difficult situation. In fact, do not mention how stressed you are about situations where it is usual to encounter in the position you are applying for.

**Example-1:** *“Throughout my career, I have done some of my best work under pressure. I see that this routine makes us indifferent, and I am always looking for challenges that drive me to do my best and come up with solutions that work quickly. I once had to deliver a project to a client in five days. A colleague who worked with another client had the same time, but had to take time off for personal reasons. I had to undertake both projects at the same time, but I didn't let the stress affect me. Instead, I developed a very detailed time management plan and found new ways to improve efficiency, which allowed me to deliver both projects on time.”*

**Example-2:** *“I tend to adopt working under pressure because it forces me to be the best version of myself and to act quickly and decisively.* *Sometimes I think pressure is a good thing. It teaches me how to sort things in that moment. On the other hand, the more often I encounter such problems, the more they allow me to see the mistakes or mistakes that cause the next time. So, most of the time, I don't have to go through it again. The likelihood of multiple jobs running at the same time requires impeccable planning, tracking and skill. That's my favorite part of the job. Being under stress and pressure is a great opportunity for me to improve myself further. That's my motivation. After all, I am doing a job that I love. "*

**Example-3:** *Over the course of my career, I have learned to thrive while working under pressure. When I begin to feel stressed at work, I use a few strategies to help me stay focused. First, I learn to accept the situation. If I have a pressing deadline, I work to prioritize my most important tasks and get my work done. I find that being adaptable helps me handle pressure quite well. Another strategy I use is to find a positive mindset. I try to reframe every challenge as an opportunity. This helps me stay motivated and excited to try more difficult tasks.*

**12. Tell me about a time when you made a mistake. What did you do to correct it?**

**Tell me about a time when you made a mistake. What did you do to fix it?**

**What was your biggest failure? Can you tell us about it?**

The interviewer understands that everyone makes mistakes. What they want to know with this question is how you handle mistakes. A great answer to this question is one where you take full responsibility for the error, work hard to correct it, and take steps to minimize the likelihood of it happening again. Instead of the candidate saying that he/she did not encounter such a situation, he/she is expected to say that he/she would immediately inform my superiors and try to correct it as soon as possible.

Tell me if you haven't had any failures. If an example comes to mind, make sure that this example is insignificant and turn it into a positive one. For example, if you have worked on a project with a deadline, tell the interviewer how you set the workload and schedule to deliver the work on the deadline.

At the same time, talk about what is causing the failure and what measures you have taken to prevent the same event from happening again. In this way, you will not have a negative effect on the interviewer.

Although a little cliché, this question is a tested and approved method of achieving self-awareness. Someone who takes care of their mistakes and knows how to learn from them is usually humble and conscious. Candidates who blame others or create a “show-off” experience of failure (such as “I worked hard and worn myself out”) can be counted among the candidates with the red flag.

There are two ways to give a good answer to this question:

Accepting a real mistake: Candidates often take refuge behind a lie or excuse that makes them look valuable because they don't want to look weak. For example, “I was so passionate about the X job that I ignored the Y job.” In contrast to this example, the ideal answer should be one that reflects in a very simple and simple way that you cannot calculate any situation.

Explain what you learned from the mistake. Failure sucks, but using it as an opportunity to right your wrongs is one of the best things to do. Even big companies learn much more from their failures than they did when they were successful – candidates who can do this are exactly what companies need to grow.

**Example-1:** *"When I was working in a printing company, I incorrectly paid for a certain job. I noticed the mistake, went straight to my manager and explained what happened. He suggested that he appreciated my honesty and that we waive the installation fee. Business as an apology to the customer. I spoke directly to the customer and explained what it was and that the price offered was actually higher than my original estimate, but we would be happy to waive the installation fee. The customer understood and appreciated I tried to correct the situation. After that, I've printed out our price table so that it's quickly available to you, and implemented a new process to offer the estimates, where I double-check the final estimate before submitting it.”*

**Example-2:** *When I became an assistant manager of a sales branch, I tried to take on everything myself, from the day-to-day operations of the branch to making all of the big sales calls. I quickly learned that the best managers know how to delegate effectively so that work is done efficiently. Since then, I have won numerous awards for my management skills, and I believe a lot of this has to do with my ability to delegate effectively.*

**Example-3:** *" When I was at university, I took art lessons to complete my course program. But I didn't take that class very seriously, and compared to my engineering classes, it seemed as easy as walking empty in the park. I can see from my midterm grades that if I don't pass this class, I might even lose my scholarship. I studied hard for this course for the rest of the semester and managed to get a sufficient grade. Then I realized that no matter what I did, I had to do my best with all my strength, otherwise all the things I worked for would be wasted. "*

**Example-4:** *"I have found that over the years, making mistakes has taught me a lot. One mistake that helped me grow the most is when I wasn't meeting my sales numbers when I first started my career. Instead of feeling discouraged, I asked my manager for some advice. He told me that the number-one mistake I was making was not following up with customers enough. Sure enough, when I followed his advice, my numbers doubled. This experience taught me the importance of nurturing leads and that I always have room for improvement."*

**13. How Did You Hear About This Position?**

**How did you hear about this position?**

**How did you hear about the job posting?**

This is one of the most common questions in the interviews. How did you hear about the position? A question that gives you the opportunity to reveal where you got that job and your passion for that company. This question can create risks for some candidates.

Namely, candidates apply for suitable positions from various platforms in the job search process. Sometimes 10 days and sometimes 2 months later, he/she can be invited to the interview upon application. In the interview, when this question is asked by the recruiter, it may be difficult to answer. “Where did I apply from? When did I apply to this company?” Such questions. Therefore, this example reminds us very well of the importance of keeping our applications in the recruitment process under control.

Another seemingly harmless interview question, this is actually the perfect opportunity to stand out and show your passion and connection to the company. For example, if you learned the job through a friend or professional person, leave that person's name and share why you're so excited. If you discovered the company through an event or article, share it. Even if you found the list through a random job board, share what you notice about the role in particular.

Why is Asked:

* They want to know how honest you can be.
* They could have placed ads on multiple platforms.
* They may be curious about your effort and passion.
* They might want to know how careful you are.

In most cases, it is quite normal to tell the truth when explaining where you heard about the position. If any of these reasons are true, you can tell the truth in the interview:

* You were actively looking for work and found it on a job board, on a career website, on LinkedIn, etc., and that was how you first saw their work.
* You have a colleague or friend in the company who recommends you apply or says they have hired you.
* You have a colleague or friend who does not currently work for the company, but who hears that they have been hired and recommends that you apply.
* You've read an article, press release, or other news source that says they're hiring.
* You have read an article or other news source that allows you to deal with the company in general and have decided to look for business opportunities with them.
* You were contacted by a recruiter who contacted you or made you aware of the company.
* You were visiting websites for another reason and you saw them on the career page.
* You liked their company in general and went to their website and “Careers” page specifically to look for an open job because you want to work for them.
* You have seen an open job posting (LinkedIn, Facebook, etc.).
* You are familiar with your previous work with the company (for example, if you had a competitor in a previous job).

State the position clearly and the source of the work you are hearing about. No need to elaborate. Just name the individual, company, or source. Talk about the aspects that attract you to the position. State the reasons why you feel qualified for the job. Show your enthusiasm for the possibility of participating.

This is actually the most harmless interview question in the interview! It's the perfect opportunity to tell them that you follow the company, that you know its activities and that you are connected to the company and stand out. For example, if you found out about the company through a friend, say their name and mention that you were very excited when you heard such a job advertisement. If you discovered the company through an event, share it. Even if you found the job advertisement on a billboard, it is worth exaggerating a little.

**Example-1:** *“I saw it on LinkedIn. It was a perfect match because you need a UX designer who is skilled in project requirements and working with Adobe Suite. In my last job, I designed 90% of our customer business with Adobe. I set all the project requirements myself and managed to keep customer satisfaction scores at 98%.”*

**Example-2:** *“I'm actively job searching right now, and found your job posting on LinkedIn while searching for Senior Engineer positions. I reviewed the job description on LinkedIn before applying and it seemed like a great potential fit so I wanted to apply and learn more about the opportunity to see if it's a good match.”*

***Example-3:*** I am actively looking for a job right now. I saw your ad on the x career platform. I knew about your company. When I saw the ad, I applied excitedly.

***Example-4:*** *"I have been paying attention to your website's career page for over a year now. When I saw an opening, I was finally qualified for, I applied right away. The reason your company has been on my radar is that you sent a representative to speak to my student organization a few years ago. I believe her name was Jasmine. She worked in your public relations department. Her presentation made your company look like such a great place to work, making me inspired to work for you one day.*

*I know that if I were to get this job, I would fit in quite well. I can tell your team is made up of a lot of hard-working and fun-loving individuals who are passionate about what they do. As someone who loves working in public relations, I know that I could add a lot of value to your incredible team. I have the background and experience to help your clients improve their public image. "*

**14. What is your greatest failure, and what did you learn from it?**

**What is your biggest failure and what did you learn from it?**

Human Resources experts want to hire the perfect candidate for the position, not a candidate with a perfect personality. And for this purpose, in the interviews, he/she asks questions to see how the candidates react to the events and to be informed about their personalities. As a matter of fact, the question "What is your biggest regret?" is among the most preferred questions by HR experts.

Of course, when you encounter such questions, it is possible to express sentences such as "I have never made a mistake", "I have no regrets in business life" with the first reaction. However, instead of making such discourses, it is a much bigger advantage to tell the HR expert a real story that you have made and then regret and the lessons you have learned from it.

**Choose a professional regret**

There are a few things you should pay attention to when talking about your biggest regret and the mistakes you've made. The first of these is about which example you will give to the HR specialist... It would be a much more appropriate choice to express a regret about your career, job or education, as it would not be appropriate in the sample interview you will give about your personal life. However, when doing so, be sure to review the size of your mistake.

**Don't blame others**

Human Resources experts pay particular attention to a few points in the answer to this question. The first, of course, is the ability to see the error. The second is the instinct to be a team and take responsibility. Therefore, first of all stand behind the mistake you have made and the situation you regret and take responsibility. Not taking responsibility by blaming other people in the team will not make the right impression on you.

**Describe how you learned from the situation**

How you learn from your regrets also appears as an important topic in the interviews. Therefore, turn this question into an opportunity and emphasize the gains you have made from what you regret, that you will not make the same mistake again and that this situation is a very good lesson for you. Instead of saying that you have never made a mistake, you should tell them how you corrected the mistake and what you learned from this experience.

**Example-1:** *“When I was in college, I took an art class to complete my curriculum. I didn't take it very seriously and assumed that there would be a walk in the park compared to my engineering classes. My failed midterm showed me otherwise. I even jeopardized my scholarship status. I knew I had to act together. I spent the rest of the semester making up for it, got a good grade in class. I learned that no matter what I did, I had to try my best. Otherwise, it's not worth doing. "*

**Example-2:** *"Early in my career, I learned a valuable lesson when I under-communicated with a client. Ultimately, this led to a loss of revenue for the department. When I realized what I had done wrong, I immediately took responsibility. I went to the client and explained the missing details and why I had overlooked communicating these details. The client respected my honesty and even though it took a little while, we finally got the client to work with us again. I learned the value of communicating, even the tough or negative information, and why it's important to establish trust and hold on to clients. I only had to make this mistake once to learn from it, though it was a tough way to learn. "*

**Example-3:** *" When I was at university, I took art lessons to complete my course program. But I didn't take that class very seriously, and compared to my engineering classes, it seemed as easy as walking empty in the park. I can see from my midterm grades that if I don't pass this class, I might even lose my scholarship. I studied hard for this course for the rest of the semester and managed to get a sufficient grade. Then I realized that no matter what I did, I had to do my best with all my strength, otherwise all the things I worked for would be wasted. "*

**Example-4:** *“I was managing a project where a new client wanted a large number of unique product descriptions written to improve the SEO ranking of their site. Because they were a new client and I wanted to impress them with the kind of results we could produce, I assured them that we could have them back to them in two weeks. I thought this was doable with multiple writers working on the project, but in the end, it took an extra week, and they were not happy.*

*We apologized and reassured them that the mistake wouldn't happen again. I realized that it's far better to under-promise and over-deliver. The client isn't going to be upset when you are clear about what the timeline is from the beginning. Problems arise when you can't meet promised deadlines. I used this experience to be more cautious in managing client expectations. For the next client project, I worked on, I made sure to include extra time for unforeseen circumstances and told them we would deliver in four weeks. We delivered in three, and they couldn't have been more thrilled.”*

**15. What makes an ideal team member in your eyes?**

**What makes someone the ideal team member for you?**

1. Be able to prove its reliability

You can count on the comfort of a teammate who does his/her job properly and performs his/her duties and keeps his/her promises. Consistency is an indispensable feature. Rest assured that this type of colleague will do their best work.

2. Communicate constructively

Teams need people who share their thoughts and can articulate their ideas clearly, who are honest and respectful of their other friends. The person who does this is communicating constructively with people. A good teammate expresses his/her ideas in a positive, confident and respectful way.

3. Must be an active listener

People who know how to listen to people are extremely valuable to the team. Teams need people who understand the other person, perceive what they say, and can objectively review the perspectives and thoughts of others. Likewise, one teammate should be able to listen to another's criticism without taking self-protection. For effective communication and problem-solving skills, the most important thing is to listen first and then to know how to talk.

4. Act as an active participant

People who are actively involved are also good teammates. They come to the meetings prepared and listen carefully to what people are saying. They are completely focused on their work and never passive.

Active participant teammates are also people who can use initiative to get things done.

5. Sharing what he/she knows clearly and voluntarily

Good teammates are also sharers. They are willing to share their knowledge and experience with other friends. They also make sure that their other teammates are always up-to-date about the job. Apart from meetings and organized meetings, the team members should be in good communication. Thus, they can be comfortable talking to each other and transferring important information.

6. Must cooperate and be open to help

Collaboration is really important when working with others. Effective teammates collaborate with each other and meet at a common point by discussing their ideas.

7. Must be flexible

Teams can often encounter changing situations. In this case, they may need to change themselves sometimes. Good team players are those who keep up with change. They don't complain about a new situation or stress. They can see the positive aspects of new situations and reach consensus when necessary.

8. Must be connected to the team

Good teammates take care of their work, the team and the team's work. They come to the office every day determined and caring.

9. Must be successful in problem solving

Good teammates volunteer to solve problems, do not blame someone for problems or ignore the problem.

10. Be respectful and supportive of others

A good teammate treats other team members fairly and respectfully. He listens to the other person and respects his ideas.

Are You a Team Player?

**Example-1:** *“I enjoy working in a team environment, and I get along well with people. In my past work experience, I implemented a system to help organize communication between my coworkers to enhance our productivity as a team."*

**Example-2:** “*I've found that the best engineers are the ones who can work as a team. My mentor at my last job taught me valuable communication skills that enabled me to offer a solution to a particularly tricky problem—and explains it to the non-technical folks in sales and marketing.”*

**16. What are your hobbies or interests outside work?**

**What are your hobbies or interests outside of work?**

Imagine a hobby that you really care about and that reflects you positively. When your hobby provides an opportunity to demonstrate transferable skills or help you stand out from other candidates, they can even do double duty.

**Some common examples of interests and personality traits it highlights:**

**Art:** Creativity, attention to detail, technique, passion, patience, thoughtfulness

**Cooking:** Creativity, attention to detail, patience, self-expression, multitasking, easy decision making

**Dance:** Creativity, dedication, flexibility, trust, perseverance, motivation, discipline, self-confidence

**Theater:** Trust, self-awareness, presentation skills, dedication, flexibility, teamwork, communication skills, creativity

**Playing games:** Communication skills, analytics, resourcefulness and adaptability, technical skills and problem solving

**Fashion:** Creativity, following trends, research techniques, interpersonal skills, self-confidence, attention to detail

**Music:** Commitment, creativity, teamwork, perseverance, strong memory, active listening, collaboration and self-confidence

**Reading:** Strong imagination, empathy, creativity and attention.

**Sports:** Motivation, strong communication, passion, dedication, teamwork, leadership, time management and competitiveness

**Volunteer work:** Motivation, passion, personal values, dedication, good communication, interpersonal skills, networking, sense of community and empathy

**Hobby examples:**

Football

Bike riding

Running

Basketball

Volleyball

Swimming

Tennis

Da Bomb Pong

Doing yoga

Hiking

camp

Fishing

Mountain climbing

Dealing with gardening

Drawing

Dance Pump It Up

Playing a musical instrument

Do not log

Coding or programming

Strategic games/puzzles

Cooking

Woodworking

Reading books

Blogging

Photography

Board games!

Learning a New Language:

Painting

Playing video games

Craft

Taking part in volunteer work

Archery

Paragliding

Calligraphy

Traveling

creative writing

Origami

Surfing

Participate in recycling activities

Skiing

Theatre

Fencing

Cooking

Exploring new cultures

To practice meditation:

Learning something new

Participating in online trainings

Doing Puzzles

Attending club events

Painting

Martial art

Watching a documentary

Invest

Touring museums

Mentoring

Attending fundraising events

Doing DIY projects

To follow the latest developments in technology

**17. What are your salary requirements?**

**What is your salary expectation?**

First of all, how much do you need the salary and money? Urgent, right now? Can we spread it out over time and wait?

Secondly, since this issue is sensitive, we need to ask questions in the spirit of political, public, and insistent, but I demand what is rightfully mine. This should be our last topic to talk about as a matter of priority. In addition, face-to-face, technical interview should come to the agenda afterwards. If all our interviews are online, it should be at the end of the ranking.

Monetary issues are everyone's expectation and are not welcome to be repeatedly mentioned during the interview phase. Unless your salary expectation is asked, instead of talking about salary, premium or bonus expectations, you can talk about the technological benefits offered by the company, etc.

Your answer must contain positive phrases. It is also important for healthy communication that you adopt a positive approach when explaining your expectations from the new position, referring to your previous jobs.

When making a guess, consider criteria such as advantages, premiums, bonuses with monetary value, insurance, health insurance.

Find out how much other companies are paying for this position.

You can use tools such as Glassdoor or PayScale.com to see which salary scale you can request for your overseas job applications.

Glassdoor

How much does a Junior Salesforce Administrator make? The national average salary for a Junior Salesforce Administrator is $80,254 in Canada. Filter by location to see Junior Salesforce Administrator salaries in your area. Salary estimates are based on 23 salaries submitted anonymously to Glassdoor by Junior Salesforce Administrator employees.

What is the salary trajectory for a Junior Sales Force Developer?

$80,254 /yr.

Junior Salesforce Developer

$112,932 /yr.

Salesforce Developer

PayScale

If the employer understands that your expectation is more money, they may not prefer you to the position because it cannot exceed the budget allocated.

The preference is that the answer is not too long, and it is to express your expectations by focusing on a certain area. Not being negative is very important in questions of position and company interpretation because it makes the interviewer wonder how you would talk about the company if you took the job. It is necessary to realize that ideal answers constitute your own way rather than memorization.

“I had a great 3 years in my previous company, but I have changed countries and my role is mostly focused on data analytics. I am very passionate about handling data analysis strategically. I was looking for an opportunity to develop this skill and that is why I am in this position. I am excited to see that the position in your organization is open because you are implementing an incentive strategy for the development of skills. A sales-oriented environment is among my expectations to become stronger and take more responsibility based on my analysis and experience... "

“I am now focused on finding the job that best suits my career. If both parties agree on my suitability for this job, I am willing to consider an offer that you feel is fair. However, I do not have a certain figure in my mind yet, and my priority is to find the job that best suits my talent and experience and to get paid for it. "

- We avoid giving a specific response in the early stages of the interview process.

- Have the interviewer give you a salary range.

- Don't rush the counteroffer.

- Find out if the salary has a bargaining chip.

- Learn how to access a higher salary amount in the future.

I prefer this topic to be discussed "after an offer has been made". In any case, I believe that your package-your offer - will be suitable for my experience and level. " We can say those.

As a result, we know our own competencies. In order to reach an average decision;

From your Path, sincerely, what grade do you think you will graduate with out of 100?

What is the level of English compared to other candidates?

What is the English level technical competence?

What is your expectation as a result of the technical and behavioral interview preparations and in return for GRADES?

What is the contribution of your previous work experience to this field and what are the chances of using it?

In light of all this information, we will determine a NOTE for you and insist on our requests based on it. We will not want what is less than our right, and we will have an attitude that is not exaggerated.

Let's know that there is a bargaining chip in every salary offer, but that the margin is within a certain range.

The position being Senior and Junior is also effective in this sense.

Since I answered positively to all the above-mentioned questions;

Full experience, mathematics, sales-commerce history,

Advanced English,

World citizen, multicultural experience,

Additional foreign language,

Behavioral skills, determination, passion, desire, motivation (and examples of those in the past)

According to this data, let's keep a number in mind. But your needs and priorities will dictate it. If needed

accordingly, it would be appropriate to determine a + - margin.

**Example-1:** *"Based on the requirements of the Program Coordinator position and my skills, experience and qualifications combined with the value I will add to this work, my salary requirements are $85,000 - $95,000 per year.*