When answering questions in a behavioral interview use the STAR approach.

STAR stands for:

S = Situation

T = Task

A = Action  
R = Result

Keywords to use in response:

* Structure
* Time-management
* Persistence
* Determination

Top culture fit trait:

* Obsessive customer client service
* Growth mentality/ fast learner
* Open communication/ honesty
* Get things done regardless of resources
* Humble
* Fun personality/ Do I want to work with the person?

Questions to ask:

How did you come to work here?

What do you love most about working here?

Who is the most successful recent hire and why?

Who didn’t succeed as a new hire and why?

What is the company’s biggest challenge this year and how will this job help overcome it?

How will I measure my performance, so I know I’m having a positive impact on this challenge?

What additional skills or experience do you wish I had that would make me a better fit for this job?

What are the next steps in the process?