

# ***Monster.com Behavioral Interview Questions***

The behavioral interview became popular in the '80s as a way of assessing candidates for managerial jobs or those involved in team work. According to [The Gartner Group](#), "Recruiters and employers increasingly use behavior-based interviews (BBIs) to assess candidates based on their past behavior. In a BBI, you're asked to provide past examples where you demonstrated certain skills, knowledge, behavior, and abilities. Also known as competency interviews, BBIs are gaining popularity."

1. How do you define success?
2. According to your definition of success, how successful have you been?
3. What was the most difficult ethical decision you have had to make, and what was the outcome?
4. Where do you see yourself on a continuum between cultivating people vs. getting the job done?
5. How has your approach to managing changed from the way it was 10 years ago?
6. What is the difference between a good position and an excellent one?
7. Please describe a situation in which your work was criticized.
8. How are you best managed?
9. How do you perceive your early background to have affected your career?
10. What was the most adverse situation you have faced, personally or professional?  
How did you deal with it and what was the outcome?
11. Where do you relate best? Up one level? Down one level? Or with peers?
12. What is the biggest disappointment you have suffered in the last 3 years?
13. What is the greatest risk you have ever taken?