

Behavioral Interview

The What and Why

Behavioral Interview

Benefits for Companies

- Predictive Validity
- Skill Assessment
- Cultural Fit
- Reduction of Bias
- Evidence Based Hiring

Behavioral Interview

Benefits for Candidates

- Opportunity to Showcase Skills
- Self Reflection
- Fair Evaluation
- Role Alignment
- Increased Transparency

Behavioral Interview

Pattern and Questions

Behavioral Interview

Pattern

- Introduction
- Transition
- Behavioral Questions
- S.T.A.R Method
- Follow-up Questions
- Assessment and Note-Taking
- Closing Questions
- Closing Remarks

Behavioral Interview

Entry Level

- Can you tell me about a time when you had to quickly learn a new programming language or technology?
- Describe a challenging problem you encountered during a group project or internship. How did you approach it?
- Give an example of a time when you had to work under pressure to meet a tight deadline.
- Talk about a situation where you had to explain a complex technical concept to someone with non-technical background.

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Mid Level

- Can you describe a project where you had to take the lead and coordinate with multiple teams or stakeholders?
- Tell me about a time when you had to resolve a conflict within your team or with a colleague.
- Describe a situation where you had to make a difficult decision with limited information
- Give an example of a successful project you completed on time and within budget. What challenges did you face, and how did you overcome them?

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Senior Level

- Can you discuss a time when you had to develop and implement a long-term technical strategy for your team or organization?
- Describe a situation where you had to navigate organizational change or disruption within your industry.
- Talk about a project where you had to influence key stakeholders to adopt a new technology or approach.
- Give an example of a time when you had to mentor or coach a junior team member through a challenging technical problem.

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S.T.A.R Response

Behavioral Interview

S.T.A.R

- Situation - Describe the specific situation or scenario
- Task - Explain the task or challenge in the Situation
- Action - Describe the actions you took
- Result - Discuss the results or outcomes of your action

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Example Question

Can you describe a time when you had to lead a team through a challenging technical project? How did you approach it, and what were the results?

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Example Response

Situation

In my previous role as a software development team lead at XYZ Company, we were tasked with developing a new e-commerce platform to handle a significant increase in traffic during the holiday season. The project had tight deadlines and high expectations from stakeholders.

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Example Response

Task

My role was to lead a team of five developers and coordinate with other departments, including product management and QA, to ensure the successful delivery of the project. The main task was to design and implement a scalable architecture that could handle the anticipated spike in user traffic.

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Example Response

Action

To address this challenge, I first conducted a thorough analysis of the project requirements and identified potential risks and dependencies. I then collaborated with the team to develop a detailed project plan, breaking down the work into manageable tasks and setting clear milestones. I assigned specific responsibilities to each team member based on their expertise and strengths. Throughout the project, I facilitated regular communication and collaboration among team members, ensuring everyone was aligned with the project goals and timelines. When unforeseen technical challenges arose, I led brainstorming sessions to identify solutions and prioritize tasks accordingly.

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Example Response

Result

As a result of our collaborative efforts and proactive approach to problem-solving, we successfully delivered the new e-commerce platform ahead of schedule and without any major issues during the holiday season. The platform experienced a 30% increase in traffic compared to the previous year, and user feedback was overwhelmingly positive. Additionally, the project team demonstrated improved cohesion and morale, and we were able to apply lessons learned to future projects, improving our development processes and efficiency.

Good Luck.