

# CO-WORKER

A group of four professionals (three women and one man) are seated around a white table in a modern office setting. They are engaged in a discussion, with one man on the left facing the others. The background is a vibrant blue and purple with geometric patterns and a laptop on the table.

**INTERVIEW QUESTIONS  
& ANSWERS!**

# **CO-WORKER INTERVIEW QUESTIONS**

**Q. How would you deal with a co-worker that doesn't like you?**

**Q. How would you handle a conflict with a co-worker?**

**Q. Tell me about a time when you had to deal with a co-worker who wasn't doing his or her fair share of the work.**

**Q. What would you say to a co-worker who asked for your help but you were too busy to assist them?**

**Q. Tell me about a time when you didn't get along with a co-worker.**

# THIS IS WHAT I WILL COVER

- Why the interviewer will ask you questions about co-workers!
- The **3 things** you must include in your answers.
- Example **scripted answers** you can use for ALL co-worker interview questions to inspire your own successful answers.

**Why will the interviewer  
ask you questions about  
co-workers?**



**They want to hear that you can resolve conflict yourself and that YOU will always go out of your way to get on with a co-worker!**



# The **3 things** you must include in your answers.

1. That you will put aside any personal differences with co-workers for the sake of the team.
2. That you will do all you can to resolve conflict with a co-worker instead of informing your supervisor.
3. That you will try to build positive relationships with all co-workers, even if they don't like you!

**Let's look at some example answers!**

**Q. How would you deal with a co-worker that doesn't like you?**

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**“My priority would be the success of your business so the fact that a co-worker doesn't like me will not concern me.**

However, I would go out of my way to make sure our relationship was productive and professional and if there was something I could do to improve the relationship, then I would do it.

**We are grown adults, and we have a responsibility to try and get on at work and to put any personal differences aside, so there should be no problems in completing tasks and projects.”**



Q. Tell me about a time when you had to deal with a co-worker who wasn't doing his or her fair share of the work.

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**“I had not been with my previous employer long when I noticed a member of the team was taking more breaks than the rest of us.**

**She seemed to be constantly going out of the office to be on her phone and I could detect it was irritating some people in the team.**

**I decided to speak to her about it because I felt it was only fair that someone said something to her. I chose my time carefully and I said that I'd noticed she was taking more breaks than usual, and I wondered if everything was OK with her.**

**By showing my concern along with making her aware that I had noticed she was taking more breaks really helped me to get my message across. She said everything was fine and that she just needed a bit of time to sort out a personal issue.**

**From that moment on she never took any additional breaks, and I was pleased I had the confidence to speak to her about it for the sake of the team.”**

**Q. How would you handle a conflict with a co-worker?**

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**“I would make an effort to resolve the conflict myself without informing my supervisor or manager because they have better things to deal with.**

To begin with, I would assess my own actions to see if I were doing anything to contribute to the conflict. Sometimes, just by changing your approach when working with a co-worker can have a positive impact on the conflict.

**If I felt the other person was causing the conflict, I would speak to them about it in a calm and professional manner to try and find a way to resolve the issue.**

I would focus on the team goals and persist until we had both reached a compromise that we were comfortable with.”

**Q. Tell me about a time  
when you didn't get along  
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**“When I joined a previous organization, I was keen to make a good impression and I was making lots of suggestions during a team meeting.**

One of the more senior members of the team constantly put down my ideas and I could detect that my enthusiasm was irritating him. After the meeting I tried to speak to him, but he was dismissive.

**I then left it for a few days before trying to speaking to him again, only this time, I asked for his advice about a work-related matter. I showed that I was interested in learning from him, and his attitude towards me changed instantly.**

Since that day, we ended up becoming close work colleagues and we regularly worked on projects together.

**I have good communication and interpersonal skills and I will always go out of my way to get on with everybody within a team.”**



**Q. What would you say to a co-worker who asked for your help but you were too busy to assist them?**

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**“I would say that I would try and help them. Even if I was busy, I feel I would have a duty to go out of my way to assist them.**

Afterall, their task is just as important as mine when it comes to helping the organization be successful.

**I would ask them what help they needed, and if required, I would stay behind late one evening to catch up on my own work after I had assisted them.”**