General Behavioral Questions

1. *Describe a time when you handled reasonable and unreasonable demands from a manager.*

2. *Share one of your biggest career accomplishments.*

3. *Describe a challenging situation you faced at work and how you handled it.*

4. *How do you manage multiple priorities? Do you prefer dynamic or repetitive work?*

5. *Describe a goal you set for yourself and your approach to achieving it.*

6. *Share a positive leadership style you admired and how it influenced your work.*

7. *Tell me about receiving critical feedback and the steps you took to improve.*

8. *Describe a disagreement with a colleague or manager and how you resolved it.*

9. *How do you manage multiple tasks or projects? Share a time you successfully juggled tasks.*

10. *Tell me about managing a critical project under tight deadlines.*

11. *Describe how you handle work that is frequently deprioritized or changes often.*

12. *Describe a time when you had to make a difficult decision at work and the factors you considered.*

13. *Tell me about a time you took initiative on a project and its outcome.*

14. *Share an experience where you adapted quickly to a change in project scope or direction.*

15. *Describe a time when you encountered a setback and how you bounced back.*

16. *Tell me about an instance where you needed to ask for help or guidance and how you approached it.*

17. *How do you approach balancing work responsibilities with personal or educational commitments?*

Team Dynamics and Conflict Resolution

1. *Share an experience of working with someone outside your team.*

2. *Describe a conflict with a colleague and how it was resolved.*

3. *How would you handle a team that isn't bonding well?*

4. *If you were the team lead, how would you encourage team bonding?*

5. *Describe a time you proposed an idea that was initially rejected by your team and your response.*

6. *Share an experience working with cross-team members and how you facilitated collaboration.*

7. *Describe a time when you handled a difficult colleague and your approach to resolve it.*

8. *Describe a time when you had to step up as a leader in the absence of your manager.*

9. *How do you handle situations where team members have conflicting working styles?*

10. *Share an experience where you had to mediate a disagreement between two team members.*

11. *How would you motivate a team member who is consistently underperforming?*

12. *Tell me about a time when you had to build a relationship with a difficult stakeholder or team member.*

13. *Describe a situation where you received conflicting feedback from team members. How did you handle it?*

Project and Ambiguity Management

1. *Tell me about a time you dealt with ambiguous project requirements.*

2. *Share an experience where you got everyone aligned on a decision.*

3. *How would you handle a team disagreement on a non-work-related matter?*

4. *Describe how you dealt with last-minute project changes.*

5. *Share a method for prioritizing tasks when facing multiple critical deadlines.*

6. *Describe a time when you had to make progress with incomplete or unclear requirements.*

7. *Share how you handle unexpected obstacles in the middle of a project.*

8. *How do you prioritize when multiple stakeholders have conflicting priorities?*

9. *Tell me about a time when you had to pivot your strategy due to new information.*

10. *Describe an instance where you made a decision with limited data.*

11. *How do you ensure team alignment when working on a project with evolving goals?*

Goal Setting and Manager Expectations

1. *Describe your ideal manager and whether you'd adopt similar traits.*

2. *Tell me about working outside your role or defined responsibilities.*

3. *Share a valuable lesson you learned from a colleague.*

4. *Describe a time when your project was deprioritized mid-way through.*

5. *What excites you professionally, and what new areas would you like to explore?*

6. *Describe a time when you exceeded a manager's expectations.*

7. *Share an experience where you disagreed with your manager's approach. How did you handle it?*

8. *How do you set professional goals, and what steps do you take to stay on track?*

9. *Tell me about a time when you received unexpected praise or acknowledgment from a manager.*

10. *How do you ensure that your work aligns with your manager's and team's goals?*

Client, Deadline, and Process Improvement

1. *Describe a time when you had to manage client expectations on a project.*

2. *How do you handle situations where a client or manager expects results that are challenging to achieve?*

3. *Tell me about a process improvement idea that you implemented successfully.*

4. *Share a time when you optimized a workflow or system to save time.*

5. *Describe a situation where you anticipated a problem before it impacted the project.*

6. *How do you decide when a process should be updated or maintained as is?*

7. *What would you do if you anticipated missing a project deadline?*

8. *How would you handle a suggested change after project approvals were obtained?*

9. *Describe an improvement you made to a process or system in your team.*

10. *How would you handle a strict project deadline and approach each task?*

Miscellaneous and Life Experience

1. *Describe a time when you solved a customer's pain point.*

2. *Share a significant personal hurdle and its impact on you.*

3. *Explain why you're leaving your current position.*

4. *How do you handle unreasonable tasks assigned by a manager?*

5. *Describe a time you had to make last-minute changes to your work.*

6. *How do you stay updated with industry trends? Describe a time you applied a new trend in your work.*

7. *Share a time when you had to quickly learn a new skill to complete a project.*

8. *Describe a time when you took a risk at work and its outcome.*

9. *Tell me about an experience where you learned from failure.*

10. *Describe an experience where you advocated for a new idea or project.*

11. *How do you handle situations where personal life pressures affect your work performance?*

12. *Describe a time when you went above and beyond for a customer or client.*