

Examples of Typical Interview Questions

Competency questions

Can you give an example of a time where you used ... (*insert competency*) ... What did you do and what was the result?

Tell me about a time you found it difficult to make others accept your ideas. What did you do?

Recall a time you fell behind schedule when working on a project. What did you do to finish on time?

Can you give me an example when you had to work in a team, and describe your contribution to the team?

Describe a time when you made a mistake and what did you learn from the situation?

Motivation questions

Why did you choose to study ... (*insert subject*)...?

Why do you want to work for this organisation?

Why do you think you are suited to this job?

What are your long term career goals?

What inspires you when making animations?

Where do you see yourself in 5 years' time?

What have been the major influences in your life?

If you could change one thing in your life what would it be?

Strengths / Weaknesses

Tell me about yourself

How would you describe yourself?

What is your greatest strength/weakness?

What do you consider to be your greatest achievement?

What do you think makes a good... (*insert job role/title*)?

Tell me more about your work experience.

What skills and experience do you have that are relevant to this post?

Why should we offer you a post here?

What would you do if

Imagine a situation where... What would you do?

If you were starting this job tomorrow where would you start? What would be your priorities?

Imagine you submit raw designs to a customer many times and they keep rejecting them. What do you do?

If you were working on a project and suddenly the deadline changed, how would you handle it?

Industry / Company / Market/ Issues

What animation methods are you most familiar with?

When do you think it's better to use MoCap instead of animation?

How would you know you were successful in this job?

What are you currently doing to extend your skills

How good are you at rigging?

What software do you use more often?

More Specifically for Creative Technologies

How do you go about creating storyboards?

How do you keep up with animation trends?

What project in your portfolio/reel are you most proud of and why? What's the weakest and how could you have improved it?

How do you feel about working all hours to get a job done on time?

What game would you make if money were no object?

Which games do you play? How would you improve them?

Examples of questions you could ask.

1. What are the core working hours?
2. How do you assign or schedule tasks? Who gets to decide who does what and estimates time?
3. What's the career path for this job? How do I get to progress? What is the process for promotion?
4. What training approach do you use? How would I learn new skills?
5. Are there any specific development processes used here, for example, Scrum?
6. Who would I report to?
7. If I'm hired, what is the next game I might work on? How much input would I have on that?

Some weird, unpredictable questions designed to put you on the spot.

Reveal some of your personality and or creativity.

1. Who would you invite to a dinner party?
2. Who would win in a fight, Superman or Batman?
3. Who is your favourite Doctor Who?
4. Which video game character would you like to be and why?
5. Which three celebrities would you like to join for a night out?
6. Would you post about work on Facebook?
7. Do you prefer to be right, or be liked?
8. What would you do if the sun died out?
9. Are you a Coronation Street or EastEnders fan?
10. What dinosaur would you like to be?
11. Please bring a toy with you and explain how this reflects you as a person or a part of your personality.
12. Is a Jaffa cake a cake or biscuit?

Assessment Processes

Method	What It Assesses	Chance To Impress
Application Form	Experience, knowledge, skills and general fit for the job. To a certain extent, motivation.	Good examples and knowledge of the company.
CV and Cover Letter	Similar to application.	Good knowledge of the company (cover letter) and also possibly a visually attractive or creative layout / presentation.
Telephone Interview	General competencies and motivation.	Good telephone manner, succinct style and good relevant examples using STAR.
Psychometric Tests	Assess logic, aptitude, and speed.	Difficult to impress other than by gaining a good score but familiarising yourself with test formats and ensure basic arithmetic skills are well rehearsed beforehand.
Security Vetting	Assesses security risk through friendships and acquaintances, volatility, outspoken opinions and political involvement by interviewing friends family and others as well as exhaustive record checks. e.g. for significant debts.	
Skills Test	Assesses technical knowledge and skills and also general problem solving ability.	Difficult to impress other than by answering fully and correctly.
Face-to-Face interview	More about the person – will they fit in, verify details, assess motivation, communication, skills, thinking on the spot, client facing skills.	Chance to impress with preparation, knowledge of company, being yourself.
Presentation	Often used to assess motivation – willingness to research topic, knowledge, impact.	Chance to impress with original angle or approach, use of visual aids – not death by powerpoint.