

Questions about you:

1. Tell me about yourself.
2. Where do you see yourself in 5 years? 10 years? How much money do you want to be making in that time?
3. Why would you want to work here?
4. Have you been satisfied with your past salaries?
5. What are your strengths? What are your greatest weaknesses?
6. Why should I hire you? I have twenty other viable candidates.
7. Tell me about the one person who has been most important in helping your career move forward. What did he/she do to help you?
8. Why are you looking for work? Why did you leave _____ Company?
9. If you were laid off – How did you feel about getting laid off? Is there anything you could have done to avoid it?
10. What characteristics do you look for in a company that you choose to work for?
11. How long have you been looking for work? Don't you think that is too long?
12. Why have you had so many jobs in the last five years? Why should I hire you – you will leave in a year, as soon as you get comfortable.
13. What is your definition of success?
14. Do you set goals for yourself? Have you achieved them? What were some of those goals? Why did you not achieve all of them?

Questions relating to previous work experience:

1. What is pressure to you? How well do you work under pressure?
2. What did you like most about your last job? What did you like least?
3. What do you feel has been your greatest accomplishment? Why?
4. In your last performance reviews, what areas were pointed out as needing improvement?
5. When it comes to decision making, what is your style?
6. Tell me about the best manager you ever had. Tell me about the worst.
7. Tell me about you last boss.
8. What kind of people do you work best with? What kind of people do you not like to work with?
9. What kind of reputation did you have at _____ Company? Why? Was it deserved?

Age related questions:

1. Aren't you overqualified for this job?
2. Don't you have too much experience to grow into this job?
3. Aren't you going to leave if you get a better offer?
4. Won't this new skill be hard for you to learn?
5. Can I afford you?
6. What would you bring to the table for younger managers?

Behavioral questions:

1. Tell me about a time you faced tremendous pressure at work? How did you handle it?
2. Tell me about a time your boss imposed an unreasonable deadline on you. What did you tell him/her? What did you do?
3. Tell me about a time that you were able to persuade others to your way of thinking or to your view of how a project should be done. How did you do this?
4. Describe a situation where you felt demotivated. How did you overcome that?
5. Tell me about a time that you failed?
6. Tell me about a serious problem that you had in the last six months at your job. How did you fix it?
7. Tell me about a time that you did not agree with your manager. How did the situation get resolved?
8. Tell me about a time that your work was heavily criticized. Do you think the criticism was fair?