

# Sample Interviewing for Skills and Talent Questions

## "Tell Me" Questions

- Tell me about a time when you . . .
- Tell me about how you overcame resistance to your ideas.
- Tell me about a typical day on your last job.
- Tell me about a situation in which you had to overcome obstacles to reach a goal.
- Tell me about a project you initiated on your own.
- Tell me about a team in which you were proud to be a member.
- Tell me about a time when you had to go "above and beyond."
- Tell me about an important goal that you set in the past and your success in reaching it.

## "Get to Know You" Questions

- What do you enjoy most/least about working?
- What kinds of roles have you been able to learn quickly?
- What activities come easily to you?
- What is your greatest personal satisfaction?
- What kinds of situations give you strength?
- What do you find fulfilling?
- How do you feel when someone doubts what you have to say?
- If you were to obtain this job, in what areas could you contribute immediately? Where would you need additional training?
- What were your original career goals? How have they changed?
- What are some of the things you would like to avoid in a job?
- What do you want from your next job that you are not getting from your current job?
- What are some of the things in a job that are important to you?
- What motivates you and why?
- What is it you seek in a job?
- What steps did you go through to prepare for your interview?
- What are the characteristics of working on a team that have been the hardest/easiest for you and why?
- How do you view the job for which you are applying? What do you see as the most challenging aspect?
- How do you define teamwork?
- How do you define quality service?

### **"Situation" Questions**

- Describe a customer complaint that you handled well.
- How do you handle an angry/upset customer?
- Describe a situation when you made a decision and then had to sell that decision to others. How did you do it? Where did you start?

### **"Prior Job" Questions**

- What two accomplishments in your last job gave you the most satisfaction?
- What disappointments did you experience in your last job?
- In what areas did you need help or guidance from your boss?
- What were the toughest decisions you had to make while in your last job?  
What alternatives did you consider?
- How were you able to organize your time and activities to accomplish what you have listed on your resume?
- What job(s) have you enjoyed the most? What job(s) have you enjoyed the least? Why?
- Of all the aspects of your last job, what did you like most? Least?
- If I were to ask your boss two of your strengths what would they say?  
Two of your weaknesses?