

Interview questions

Interviewers may ask questions about you; your university life; information you have given in your application; your past work experience; your past life experience; your strengths, values, skills and qualities; your knowledge of the job and of the company.

Interview questions can be asked in different ways to help employers and further study providers explore your suitability for a particular role. Competency or criteria-based questions will relate to specific skills (e.g. teamwork) that have been detailed in a job description. Strengths-based questions, hypothetical situations and case studies are also used. See below for examples of all these types of questions.

Questions about you

- Tell me about yourself
- Why did you choose to study your subject?
- Why did you choose your university?
- What are your strengths and weaknesses?
- How would your friends/ fellow students describe you?
- What is the greatest asset you will bring to this company?

Questions about your university life

- Tell me about your university course, what did you like or dislike about it?
- What have you gained from your course?
- In what way do you feel the course has or has not prepared you for the working environment?
- Do you feel your university grades are a good indicator of your ability to succeed in business?

Questions about your work experience

- Describe what you gained from your summer vacation work
- What has your work experience taught you about working in this kind of organisation?
- Why did you leave your previous job?

Questions about the job and organisation

- What attracted you to this job/this organisation?
- Who are our main competitors?
- What will be the main challenge for you if you are appointed to this job?
- What would you say were the most important qualities for someone in this post?

Competency or criteria-based questions

- Give an example of when you worked as a member of a team.
- What was your contribution to that team?
- Tell me about the most difficult situation you have had to deal with. How did you handle it?
- What was the outcome?
- What did you learn from the experience?

Strengths-based questions

- What are you best at?
- What motivates you in life?
- What comes most easily to you?
- Outline three key achievements in your life so far
- Which of those have you worked hardest to achieve?
- What are you most proud of?

Behavioural questions

- Tell me about a time when your work was criticised. What was your reaction?
- Tell me about a time when you disagreed with a superior. How did you handle the situation?
- Tell me about a time when you were asked to do something with which you disagreed. How did you handle it?

Situational questions

- You are a trainee assistant manager put into a small department to supervise staff who are experienced and valued members of the organisation. One of the staff is extremely resentful (as he/she was turned down for the post of department supervisor) and is being unhelpful and obstructive. How would you handle the situation and why?
- A work colleague has told you in confidence that she suspects another colleague of stealing. What would your actions be?
- You are giving a presentation where one member of the audience is continually stopping you and diverting you from the main part of the presentation. What would you do?