

Behavioural Interview Questions

Behavioural questions are based on the premise that past behaviour is the best indicator of future actions. Questions target particular competencies and usually contain 3 distinct parts. Every question that asks for a specific example can be answered using these steps:

1. Provide a suitable example that addresses the question and/or scenario.
2. Describe how the situation was dealt with and/or the actions taken.
3. State the positive outcomes resulting from the above actions and explain what was gained from the overall experience.

Behavioural questions allow the interviewer to ask more probing questions such as “What resistance did you face?” Strong answers should reveal how the candidate responds to different challenges and the role they play in a team and will help hiring managers to determine if the candidate is a good match for the role

- Provide an example of a goal that you set for yourself and how you went about achieving it.
- Describe a time when you were faced with a stressful situation and what you did to cope.
- Can you describe a time when you had several competing deadlines? What did you do to meet those demands?
- Describe a situation in which you had to use your negotiation skills. Why was this necessary and what occurred as a result of your negotiations?
- Give me a specific example of a time when you had to rely on your commercial judgement to make a decision.
- Provide an example of a time when you had to conform to a policy that you didn't agree with and explain why. Did you convey your differing view? If so, what was the result?
- Tell me about a time when you had to go above and beyond the call of duty to get the job done. How were your efforts viewed by management?
- Describe a scenario where you had to motivate others.
- Outline the biggest challenge you faced at work within the last year and why this was the case.
- Provide an example of a time where you had to make an unpopular decision. How did you deal with the fallout?
- Can you tell me about a time when you used your initiative to anticipate a potential problem? What measures did you employ to ensure that the potential problem didn't become a reality?
- Describe a time when you found it difficult to work with someone in your team and how you dealt with this.