Typical Interview Questions

Interviews are conversations between a candidate and an employer, and are designed to exchange information. The interview allows you, the candidate, to demonstrate your value to the employer.

Interviews can include common and behavioural-based interview questions. Common and behavioural-based interview questions use your past experiences to determine your future behaviour.

TELL ME ABOUT YOURSELF?

**KEY POINTS**

- Include details on your relevant education
- Include some main points and the length of experience you have from your past work or volunteer experience
- Include your top 3 skills and how they can relate to the job you are interviewing for – incorporate key words

WHY DO YOU WANT TO WORK FOR OUR COMPANY?

**KEY POINTS**

- Do your research!
- Learn about the company: what are their products/services, what are their values, who do they partner with, what do you appreciate about them?
- Take a look at their company page/social media pages!

WHY SHOULD WE HIRE YOU?

**KEY POINTS**

- Show your value! Tell the employer about the skills and experiences you can bring to the job, and give strong examples
- Review the job posting carefully and look for key skills/abilities they are looking for and relate your experiences to these!

WHAT IS ONE OF YOUR STRENGTHS?

**KEY POINTS**

- Identify a strength that could relate to the job
- Provide an example of how you have used this strength in the past to back it up!

WHAT IS YOUR WEAKNESS?

**KEY POINTS**

- Identify an area for improvement and show the employer what you’re doing to improve
- Focus on skills that aren’t critical to the job!
TELL US ABOUT A TIME WHERE YOU SUCCEEDED IN A PROJECT?
WHAT WAS YOUR ROLE AND WHAT WAS THE RESULT?

**KEY POINTS**
- Use Accomplishment / STAR statements when responding to a question like this
- Talk about the Situation / Task you were involved in, the specific Actions you took (provide details), and the end Result
- Give the employer concrete examples

TELL US ABOUT A TIME YOU HAD A CONFLICT.

**KEY POINTS**
- Employers want to know how you would handle a difficult situation.
- Describe the CAR (Conflict, Action and Result)

ACCOMPLISHMENT / STAR STATEMENTS

- It is best to use accomplishment or STAR statements when responding to behavioural interview questions
- Accomplishment or STAR statements describe your skills, experiences and achievements

**S**
Situation
Detail the background, provide a context. Where? When?

**T**
Task
Describe the challenge / expectations. What needed to be done? Why?

**A**
Action
Elaborate on your specific actions. What did you do? How? What tools did you use?

**R**
Result
Explain the results, accomplishments or achievements you made.

DO YOU HAVE ANY QUESTIONS FOR US?

- Employers expect you to ask questions as a sign that you are engaged & interested
- Be prepared to ask 3 questions
- Questions should not be about salary, benefits, or vacation

**How would you describe the ideal candidate for this position?**

**How would you describe the team I would be working with?**

**What qualities does the person stepping into this position need in order to be successful in this role?**

**What happens next in the hiring process? When can I expect to hear from you?**

**What do you like best about working for ________?**
(Company name)

Need help practicing and preparing responses to interview questions? Make an appointment with an Employment Consultant!

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