

101 BEST BEHAVIORAL INTERVIEW QUESTIONS

Values-based interviewing is the process of asking interview questions that get at the personally-held values of the candidate. These types of questions will help determine whether the candidate's priorities match up with what you value in an employee, and I've found they are a much better indication of how the candidate will react to different situations in the workplace.

Think about what values are essential for a person in the position you're trying to fill and ask interview questions that reveal whether the candidate tends to act according to those values. A few examples of values you might be looking for would be accountability, teamwork, leadership, or self-discipline.

Watch out for candidates who may say they value something but can't provide evidence of having acted according to those values in the past, or candidates whose values seem to be unsuited for the position. For example, someone who values creativity and flexibility might not be the best fit for a repetitive job with minimal deviation in day-to-day tasks.

1. What new things have you tried recently?
2. Think about a time when you had to cut corners on a project to make a deadline. How did you handle it?
3. Tell me about a time that you encountered a rule that made no sense. What did you do? What was the result?
4. What is considered a reasonable amount of assistance or help for others?
5. Would you more likely give to anyone who needs it, or only those that deserve it? Explain?
6. Do you tend to sacrifice your needs for the needs of others?
7. Do you feel like you need to do things for others to be valued?
8. Describe how assertiveness is perceived at work?
9. How important is work/life balance? How do you decide how to balance?
10. What have you done that makes you our ideal candidate?
11. What is something that you know is true but nobody else agrees with you on?
12. Imagine the person that you are the closest to. What would they say is your best attribute?
13. Have you ever worked with a highly competitive teammate? When does competitive behavior cross the line?
14. What do you imagine could be the most frustrating thing about working here?
15. What will we be celebrating together a year from now?
16. What things make you the most confident?
17. Do you have a hard time saying no, or feel overwhelmed and spread too thin?
18. Describe a time when you really disagreed with management on something. What did you do about it?
19. What do you do when someone on your team isn't pulling their weight on a project?
20. What role do you typically take in a group?

21. How important is it for you to be in charge?
22. How do you motivate co-workers to take action?
23. What kinds of things do you like to have control over?
24. Do you take the initiative, or do you prefer direction before acting?
25. What is beautiful to you? Why?
26. How important is it for you to express yourself creatively? Please explain.
27. Are form and aesthetics more important, or is functionality more important? Why?
28. Do you find that you are more "head in the clouds" or more practical?
29. Why shouldn't I hire you?
30. What's not on your resume?
31. Sell me one idea, and then sell me on the opposite of that idea.
32. Who in history would you want to go to dinner with and why?
33. Name a brand that represents you as a person.
34. What part of our company's vision appeals to you personally?
35. What's the last thing you really geeked out about?
36. When does your personal discipline become weakened?
37. How important is winning for you? What does winning look like in your life?
38. What is a reasonable return on your investment in time and effort?
39. Do you generally think people have an agenda or want something from you? Please explain.
40. Would you ever consider starting your own business? Why?
41. When you are faced with a situation do you first consider how it will affect you, or how it will affect others?
42. What opportunities does this position open up for you?
43. What events trigger your enthusiasm? When you are enthusiastic, how do your friends know?
44. Describe the last time you weren't treated fairly at work
45. Tell me about a time in your career that you wanted something so bad that you were unstoppable in pursuing it.
46. Describe a failure that experienced? How did you handle your disappointment?
47. What advice have you received from previous bosses about your development?
48. When is it OK to bend the truth?
49. How weird are you?
50. Describe yourself in one word?
51. What is your spirit animal?
52. Tell me a story.
53. What is the last costume that you wore?
54. Imagine your best day of work ever. Now, tell me about it.
55. Tell me about a time when you had a measureable impact on your organization.
56. How much independence do you need in your job?
57. How important is it for you to be independent and autonomous? Please explain.
58. If you could do anything you wanted today, what would it be?
59. Do you think people generally see the world the same way you do?
60. What is the best part of teamwork? What is the worst part of teamwork?
61. What does "freedom" mean to you?
62. What do you do when someone just doesn't understand your viewpoint?

63. If a coworker had an annoying habit, and it hindered your quality of work, how would you resolve it?
64. How lucky are you on a scale of 1 - 10? Does luck matter in your life?
65. Tell me about the worst manager you ever had? Now tell me about the best.
66. How often do you have an intuition about someone? How good is your radar?
67. What do you think is more important - action or knowledge? Why?
68. How important is it to understand all perspectives and details of a project or problem?
69. Do you consider yourself to be an expert in any field?
70. Would you rather spend time studying and reading, or just learn as you go?
71. What do you love about learning new things?
72. What new things do you hope to learn in this position?
73. What is your best example of when you showed loyalty to your company?
74. What should I know about you that would make my choice to hire you an easy one?
75. What motivates you and what do you want to do next?
76. Describe an instance where you had to make a decision without all of the necessary information.
77. Tell me about a time you experienced what you perceived to be an injustice.
78. Do you believe in the 80/20 rule? When does that bother you?
79. When did you almost give up? Please explain.
80. Is there a right way and a wrong way, or many ways to accomplish something?
81. How important is it for you to be right?
82. Are rules and regulations important to you? When do the rules bother you?
83. How important is structure and process to you?
84. When you solve problems, do you prefer the tried and true approach or are you more flexible and open to options?
85. Think about someone you have worked with that you really admire. Tell me why?
86. Tell me when you were at your very best.
87. Give me an example of how you have shown your commitment on a job.
88. What are your firmly held beliefs?
89. If your employer had an anniversary party for you, what five words would be written on the cake to describe you?
90. Name a brand that represents you as a person?
91. What part of the newspaper do you read first, and what does that say about you?
92. Set aside your resume and tell me what makes you you?
93. Tell me about the last time you demonstrated selflessness?
94. Define success in your life. What does success look like for you in the future?
95. What behaviors in people make you crazy? Why?
96. When working on a team, what's hardest for you?
97. Imagine the last time you worked on a difficult team. What was your role and your experience like?
98. What makes you the happiest and most effective when working with others?
99. What's wrong with your past or current employer?
100. What in your career are you the most thankful for? Please explain.
101. What makes you truly unique?