Examples of Open-ended and Behavioral Interview Questions

Open-ended Questions

- What can you tell me about yourself?
- How would you categorize your leadership style?
- Tell me about your last boss, what did you like/dislike?
- Why are you interested in this particular position?
- What do you consider to be the most significant accomplishment in your business career?
- What do you know about this organization?
- Why should I hire you?
- Where do you see yourself in 5 years?
- What are your career goals?
- Describe this position as you understand it.

Behavioral Questions

- Describe one of the most difficult challenges you have had to overcome.
- Tell me about a time that you felt unsure about your capabilities to complete a task or responsibility. How did you overcome that fear?
- Describe a time when you had to produce something that was detailed and complex without errors. What steps did you take to ensure accuracy and quality?
- Tell me about a time or job where you felt the work pace was perfect for you. Describe the circumstances. Why was it right for you?
- Describe a really poor customer service experience. How would you have handled the situation differently?
- Describe a time when you had to work in an unsettled or rapidly changing environment. What steps did you take in order to cope with this situation?
- Describe a team that you were a part of which performed in a very effective manner. Why was it effective? Describe someone who stood out because of his or her contribution.
- We’ve all taken risks that didn’t work out. Tell me about a risk that you’ve taken that didn’t work out particularly well. What would you do differently now?
- Give me an example of how you have dealt with an individual or employee who was having a performance/personal problem.