

Types of Interview Questions

Version 1

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Traditional: open-ended

- Tell me about yourself – education; relevant skills; objective.
- Why did you apply for this position?
- What are your strengths? – 3 or 4 skills relevant to the position.
- What is one of your weaknesses? – choose a skill not important to the position; explain how you address this weakness.
- Why should we hire you?
- Where do you see yourself 5 years from now?

Behavioural: questions designed to review prior experience in specific situations

- Tell me about a time that you worked on a team where there was conflict among your team members. What did you do?
- Describe a situation where a team member was not pulling their weight. What did you do?
- Describe how you were creative in solving a problem.
- Tell me about situation where you had to deal with an angry client/customer.

Situational: hypothetical and gauge your ability to problem-solve in challenging situations

ARC method

- What **actions** would you take to solve the problem?
- What was your **reason** for this conclusion?
- What factors did you **consider** in making that decision?

