SAMPLE BEHAVIORAL INTERVIEW QUESTIONS

General Questions
1. Tell me about yourself.
2. Tell me about a challenging situation you faced.
3. Describe a time when you were part of a particularly difficult team. What was the situation? What role did you play? How did you handle it? And, what was the outcome?
4. Give me an example of a time when you successfully worked within a team. What was your role? What was the outcome?
5. Tell me about the last time you had to take the initiative to move a project forward. What happened?
6. What have been your major successes and accomplishments? How did you achieve those?
7. What is your major weakness? Another one?
8. Tell me about a time when you missed an obvious solution to a problem at work.
9. Describe a time when you have had to influence the actions or decisions of more senior people, yet did not have the authority to dictate the behavior. How did you handle it? What was the outcome?
10. Tell me how you reacted to feedback on one of your projects/responsibilities that wasn’t going as well as others had expected. Who was providing the feedback?
11. Give me an example of a leadership role you have played in an event, meeting, presentation, or project, when everything did not go as planned. How did you handle it? What was the outcome? What did you learn from this experience? What might you do differently next time?
12. What was the most difficult decision you’ve ever had to make?
13. Discuss a major setback that you have had to overcome.
14. Describe a problem/situation where you had to seek out and prioritize relevant information. How did you define key issues, decide which steps to take to achieve the desired results, and gain approval to implement them?
15. Tell me about a time when you have successfully resolved a conflict. What was your role in the situation? How did you handle it?
16. Give me an example where you sought out a problem to solve because it represented a challenge for you.
17. What motivates you?
18. Give me an example of a creative or innovative idea you have had recently. What was the context? What made your idea innovative? What did you do with this idea? Where does it stand today?
19. How do you stay abreast of industry/functional news?
20. Describe a project in which you went beyond what was expected of you.
21. Give me an example of how you assessed a situation and achieved good results by focusing on the most important priorities. How did you determine what the priorities were? What was your strategy and plan to achieve the desired outcome?
22. Tell me your biggest regret.
23. Describe your ideal job.
24. Is there anything else you would like to tell me about yourself?
**Personal**
1. Where do you see yourself in five years? In ten years?
2. What is the biggest contribution that you made to your former company/organization?
3. What has been the most important event in your life? Why?
4. Do you have any heroes?
5. Who has most shaped your life?
6. How do you define success?
7. What are your career goals?
8. What would your last manager tell me about you?
9. How would your friends/colleagues describe you?
10. What makes you stand out among your fellow colleagues?
11. How do you see your fit in our company?
12. What are your expectations and goals for this position?
13. Why do you want to work for us?
14. Do you have other offers? Why would/wouldn’t you take our offer over one of the others?
15. Why do you want to relocate? Are you willing to relocate every two years or so?
16. How do you feel about travel? To what extent have you traveled in your past jobs?
17. Why did you decide to get an MBA?
18. Why Yale?

**Resume Review**
1. What is the most important thing on your resume? Why?
2. What were you doing during this gap of time I see on your resume?
3. What should I know about you that is not on your resume?
4. What was the most important thing you learned from your previous experience/internship?
5. Given that you have no background in this field, why do you think you will be successful? What interests you about this field?
6. You have five minutes to describe the most relevant and specific items in your background which show you are uniquely qualified for this position. Please begin.
7. What particular expertise do you have that would lend itself well to this position?
8. Demonstrate/illustrate skills that you can transfer from past experience.
9. What are the immediate and future problems you would expect to face if we hired you for this position?
10. Describe the most difficult job you have ever had to perform.

**Industry/Company**
1. What do you think is going to happen in this industry in the next 5 years?
2. What do you know about our company?
3. Who do you see as our most important competitors?