

# 20 INTERVIEW QUESTIONS TO ANSWER

**(Before the interview)**



# INTERVIEWING HAS CHANGED.

Job interviews are stressful affairs. And unfortunately, it's not enough anymore to know your field backwards and forwards and research the company you are interviewing with.

A major part of interviews these days are what HR people call "behavioral questions," which are not about the job itself and how your experience makes you a good candidate. Instead, the employer is trying to judge your personality, and how it will fit with the organization and inform how well you will do.

The bad news is that these questions can easily trip you up if you are not ready for them. They often take the form of "Tell us a story about..." And this can be difficult to come up with in the moment, no matter how well prepared you are.

The good news is that you can ace these questions, as long as you have considered them and worked out good answers beforehand. That's what this document is meant to do. Work through these sample questions, and consider your answers. Then you will have major armor in place when the heat is on.

If you have any questions or want to get my feedback about any issues with interviews, feel free to email me at:

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**"Be bold, and mighty forces will come to your aid."**

**-Johann Wolfgang von Goethe**

# 20 INTERVIEW QUESTIONS TO ANSWER

1. How do you handle stress in your work?
2. Tell us about a time when you advocated for something, but management went in a different way. How did you handle it?
3. How do you respect diversity and inclusion in your work?
4. Explain how you handle multiple simultaneous projects.
5. Tell us about a time when you had multiple audiences for your work, and how you balanced those audiences.
6. Tell us about a conflict you had at work, and how you resolved it.
7. What separates you from other candidates for this position?
8. Tell us about a project that you led, from initial pitch through to launch.
9. Do you prefer collaboration in teams, or working alone, and why?
10. What motivates you in your work life?
11. What are your goals for the next five years?
12. How do you deal with chaos and uncertainty in your work?
13. Do you have any personal projects or hobbies that help you grow your skills?
14. What's your #1 talent?
15. What do you want and expect from this position?
16. What are your career objectives after this job?
17. Why did you leave your previous job?
18. We value integrity. Tell us about a time where integrity was important in your work and what you did.
19. What's your ideal work environment?
20. Tell me about a time when you failed, and how you handled it.

# BONUS: TWO QUESTIONS TO ASK

*“Do you have any questions for us?”*

This section of the interview is another great opportunity to differentiate yourself. Many people waste it with questions like “What’s the culture here?” or “What do you like about working here?”

In addition to any specific questions about the company based on your research, I recommend these two:

- ▶ What is the biggest problem you want the person in this job to solve?
- ▶ If you hire me, how will you judge my success after six months?

These may seem similar. But the first one is about the company, and the second one is about you. They both show you are engaged and ready to face the challenges ahead.

Take their answers to these questions and use them to show you can solve their problem, and that you will live up to and exceed their expectations.

**Good luck! I have faith in you.**

**You’ll do great.**