

## Behavior Style Interviewing Questions

Many companies today use a style of interviewing called Behavior Based Interviewing. Rather than using a traditional general question format, Behavior Based interviews will use very direct questions that will focus on behavior characteristics. These questions will be used to determine how you problem solve, lead and communicate. Additional questions will target your personal drive, initiative, and creativity, as this relates to your long term career goals.

Below is a list of some popular behavior based interview questions companies like to use. We suggest that you write down your answers and review them frequently, so you are prepared for your interview.

***Leadership:*** We would like to know of your ability to lead a group of people. Please give us an example of a situation in which you were faced with a problem, how you approached your people or the group that you were leading and solicited their ideas for a solution to the problem. Then tell us how you implemented the idea into your workplace. What was the result and how did you recognize the individual or group for their contribution. Tell us of additional ideas that this group provided as a direct result of your efforts to establishing this line of communication.

What are 3 of your biggest accomplishments in life that would best demonstrate the type of individual you are?

Give us a specific example that would demonstrate your personal initiative to better a situation or drive a process.

Give us a specific example in which you were able to influence others, at levels you have reported to, also peers, and then subordinates.

Give us an example, or several, where you have gone beyond the normal requirements of your current position.

Give us examples where you, through additional education or schooling, sought to improve your personal skills. (Classes, training, etc.) They may also ask what your plans are for continued schooling or seminars.



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Give us examples where you were able to change the vision of your workforce or peer group, to create greater unity.

Have you ever reported to a difficult boss or co-worker? What steps did you take to turn this into a successful working environment?

Tell us of a situation in which you failed. What did you glean from this experience and how has this made you a better person and a better leader?

Explain how you were able to bring a broader vision to the hourly workforce or to a group that you facilitated in order to achieve the company's or a specific group's goals.

Tell us where you would like your career to take you. What specific help would you expect from our organization to help you realize your career goals?

If we were to extend an offer to you, what could we expect from you within the first 90 days of your tenure with us and then the first year of your employment with us?

What prior specific experience do you feel would be most important in helping you succeed in this role?

There are certainly a number of other questions that may arise, but this will give a good overview. In preparing for your interview, remember to think of situations that would demonstrate your abilities in the areas of communication, leadership, decisiveness, drive, and career development.

