

Typical Behaviors Employers Look For

- Adaptability
- Communication-Oral
- Communication-Written
- Control
- Analysis
- Attention to Detail
- Decisiveness
- Delegation
- Development of Subordinates
- Energy
- Entrepreneurial
- Equipment Operation
- Fact Finding-Oral
- Financial Analytical
- Flexibility
- Impact
- Independence
- Initiative
- Innovation
- Integrity
- Insight
- Judgment
- Leadership/Influence
- Listening
- Management
- Motivation
- Negotiation
- Organizational
- Participative
- Planning and Organizing
- Practical Learning
- Presentation Skills
- Process Operation
- Rapport Building
- Resilience
- Risk Taking
- Safety Awareness
- Sales Ability/Persuasiveness
- Sensitivity
- Strategic Analysis
- Teamwork
- Technical/Professional Knowledge
- Technical/Professional Proficiency
- Tenacity
- Training
- Work Standards

50 Behavior-Based Interview Questions

Are you looking for behavior based interviewing questions? While the questions and behavior characteristics listed below are by no means comprehensive, it might be just the jump-start you're looking for. If you're looking for Behaviors that Revolve around:

Leadership:

- Tell me about a time when you accomplished something significant that wouldn't have happened if you had not been there to make it happen.
- Tell me about a time when you were able to step into a situation, take charge, muster support and achieve good results.
- Describe for me a time when you may have been disappointed in your behavior.
- Tell me about a time when you had to discipline or fire a friend.
- Tell me about a time when you've had to develop leaders under you.

Initiative and Follow-through:

- Give me an example of a situation where you had to overcome major obstacles to achieve your objectives.
- Tell me about a goal that you set that took a long time to achieve or that you are still working towards.
- Tell me about a time when you won (or lost) an important contract.
- Tell me about a time when you used your political savvy to push a program through that you really believed in.
- Tell me about a situation that you had significant impact on because of your follow-through.

Thinking and Problem Solving:

- Tell me about a time when you had to analyze facts quickly, define key issues, and respond immediately or develop a plan that produced good results.
- If you had to do that activity over again, how would you do it differently?
- Describe for me a situation where you may have missed an obvious solution to a problem.
- Tell me about a time when you anticipated potential problems and developed preventative measures.
- Tell me about a time when you surmounted a major obstacle.

Communication:

- Tell me about a time when you had to present a proposal to a person in authority and were able to do this successfully.
- Tell me about a situation where you had to be persuasive and sell your idea to someone else.
- Describe for me a situation where you persuaded team members to do things your way. What was the effect?
- Tell me about a time when you were tolerant of an opinion that was different from yours.

Working Effectively with Others:

- Give me an example that would show that you've been able to develop and maintain productive relations with others, though there were differing points of view.
- Tell me about a time when you were able to motivate others to get the desired results.
- Tell me about a difficult situation with a co-worker, and how you handled it.
- Tell me about a time when you played an integral role in getting a team (or work group) back on track.

Work Quality:

- Tell me about a time when you wrote a report that was well received. What do you attribute that to?
- Tell me about a time when you wrote a report that was not well received. What do you attribute that to?
- Tell me about a specific project or program that you were involved with that resulted in improvement in a major work area.
- Tell me about a time when you set your sights too high (or too low).

Creativity and Innovation:

- Tell me about a situation in which you were able to find a new and better way of doing something significant.
- Tell me about a time when you were creative in solving a problem.
- Describe a time when you were able to come up with new ideas that were key to the success of some activity or project.
- Tell me about a time when you had to bring out the creativity in others.

Priority Setting:

- Tell me about a time when you had to balance competing priorities and did so successfully.
- Tell me about a time when you had to pick out the most important things in some activity and make sure those got done.
- Tell me about a time that you prioritized the elements of a complicated project.
- Tell me about a time when you got bogged down in the details of a project.

Decision Making:

- Describe for me a time when you had to make an important decision with limited facts.
- Tell me about a time when you were forced to make an unpopular decision.
- Describe for me a time when you had to adapt to a difficult situation. What did you do?
- Tell me about a time when you made a bad decision
- Tell me about a time when you hired (or fired) the wrong person.

Ability to Work in Varying Work Conditions (stress, changing deadlines, etc.):

- Tell me about a time when you worked effectively under pressure.
- Tell me about a time when you were unable to complete a project on time.
- Tell me about a time when you had to change work mid-stream because of changing organizational priorities.
- Describe for me what you do to handle stressful situations.

Delegation:

- Tell me about a time when you delegated a project effectively.
- Tell me about a time when you did a poor job of delegating.
- Describe for me a time when you had to delegate to a person with a full workload, and how you went about doing it.

Customer Service:

- Tell me about a time when you had to deal with an irate customer.
- Tell me about one or two customer-service related programs that you've done that you're particularly proud of.
- Tell me about a time when you made a lasting, positive impression on a customer.

S Situation	Detail the background. Provide a context. Where? When?
T Task	Describe the challenge and expectations. What needed to be done? Why?
A Action	Elaborate your specific action. What did you do? How? What tools did you use?
R Results	Explain the results: accomplishments, recognition, savings, etc. Quantify.
<p>'STAR' Technique to Answer Behavioral Interview Questions</p>	