

FREQUENTLY ASKED INTERVIEW QUESTIONS

About Education

Why did you choose The College of New Jersey?
How would you assess your education?
Are your grades good indicators of your abilities? Why?
Why did you major in _____?
Do you have plans for graduate work?
Has your college experience prepared you for this career?
Would you plan your academic studies differently? Why?
Why haven't you done better academically?
Describe your most rewarding college experience.

Activities

In what school activities have you participated? Why?
What activities did you enjoy most?
What leadership roles did you assume?
Were your activities worth the time you devoted to them?
Why?
Describe your most rewarding college experience.
What have you learned from your extra-curricular activities?

Past Experiences

What jobs have you held? How did you spend school vacations?
What did you learn from past work experiences?, Internships?, Independent studies?
What jobs have you enjoyed the most? . . . the least? Why?

You (Self Description)

Tell me about yourself. How would you describe yourself?
What motivates you to put forth your greatest effort?
Why should I hire you?
What qualifications/personality traits do you have that will make you successful in this field?
How do you determine or evaluate success?
What have you learned from your mistakes?
What are your three (3) greatest strengths? . . . weaknesses?
How do you spend your spare time?
What are you most proud of in your life so far?
How do you respond to pressure?
What types of people "rub you the wrong way"?
What is the most valuable thing your parents taught you?
Who is your hero? Who do you admire?
How would a friend or professor describe you?
Describe a problem you've encountered and how you dealt with it.

Vocational Plans

In what type of position are you most interested?
Why (or how) did you choose this career?
Where do you see yourself 5 years from now? . . . 10 years?
What rewards do you expect in your career?
What are your ideal job specifications?
If you were hired, how long do you think you would stay?
What are your ideas on salary?
What are your long and short range goals and objectives?
When and why did you establish these goals and how are you preparing to achieve them?
How do you plan to achieve your career goals?
What do you expect to be earning in five years?
How has college prepared you for this career?

Behavioral Questions

Give me an example of a time when someone criticized your work in front of others. How did you respond? How has that event shaped how you communicate with others?
Describe a situation which you recognized a potential problem as an opportunity. What did you do?
Give me an specific example of a time when you sold your supervisor or professor on an idea or concept. How did you proceed? What was the result?
Describe a time when you got co-workers or classmates who dislike each other to work together. How did you accomplish this? What was the outcome?
Describe the system you use for keeping track of multiple projects. How do you track your progress so that you can meet deadlines?

Preferences

What work environment do you find most comfortable?
What criteria are you using to evaluate the organization for which you hope to work?
Do you have a geographic preference? Why?
Are you willing to relocate/travel?
Why do you think you might like to live in the community in which our organization is located?
What part-time/summer jobs were most interesting? Why?
Describe the ideal job for you following graduation.

You in Relationship to Them

Why do you want to work for us?
What contribution can you make to our organization?
If you were hiring for this job, what would you look for?
What interests you about our product(s) or service(s)?
What qualifications should a successful supervisor possess?
What do you see as disadvantages of this type of job?
Why should I hire you?
What qualifications do you have that make you think that you will be successful with our organization?
Describe the relationship that should exist between a supervisor and those reporting to him or her.
What do you know about our company?

QUESTIONS TO ASK EMPLOYERS

Begin your questions based on research you've completed about the company &/or industry. Consider:

What skills and characteristics must an individual possess to succeed in this position?
How will my performance be evaluated?
Describe a typical day/routine for this position.
Have you had or expect to have any staff reductions?
What factors cause turnover in this area and why is this position presently vacant?
What training is involved with this position?
What are the typical career paths of individuals who begin in this position?
Do you expect growth or expansion? What new products or services are in the developmental stages?
Describe the corporate culture. What are the next steps in this process?