



## Tricky Questions Reign in Behavioral Interviews

When an interviewer uses a behavioral question, their goal is to make sure that they do not hire a candidate who can talk a good game but can not deliver a great performance. Behavioral questions usually begin with such phrases as "Tell me about a time when..." or "Give me an example of..." Generally the questioning is directed towards the skills and traits that are deemed important for a person to do well in the position.

### What Can You Do To Prepare For Behavioral Interview Questions?

- **Go over the job descriptions-** by doing this you can figure out what the important traits and skills are for the position.
- **Review your resume-** go through your resume line by line and search for examples that you could use to highlight the positive things that you have done in certain situations.
- **Structure your stories-** it helps to use a P-A-R (Problem-Action-Result) formula to structure. After you structure your stories, you should rehearse them so that you have a good idea of what you are going to say, so that you minimize the risk of going blank, telling a wrong story or rambling.

### The 25 Most Popular Behavioral-Based Questions

Tell me about a time when you...

1. worked effectively under pressure.
2. ...handled a difficult situation.
3. ...were creative in solving a problem.
4. ...missed an obvious solution to a problem.
5. ...persuaded team members to do things your way.
6. ...were unable to complete a project on time.
7. ...wrote a report that was well received.
8. ...anticipated potential problems and developed preventive measures.
9. ...had to make an important decision with limited facts.
- 10....were forced to make an unpopular decision.
- 11....had to adapt to a difficult situation.
- 12....were tolerant of an opinion that was different from yours.
- 13....were disappointed in your behavior.
- 14....used your political savvy to push a program through that you really believed in.
- 15....had to deal with an irate customer (co-worker/boss/subordinate).
- 16....delegated a project effectively.
- 17....surmounted a major obstacle.
- 18....set your sights too high (or too low).
- 19....prioritized the elements of a complicated project.
- 20....got bogged down in the details of a project.
- 21....lost (or won) an important contract.

- 22....made a bad decision.
- 23....had to fire a friend.
- 24....hired (or fired) the wrong person.
- 25....turned down a good job.

**By practicing how you would answer these questions, you will be better prepared for your interview; which will make you a more attractive candidate for the job.**