

Interview Questions

Sample Interview Questions by Field

General

1. What makes you a good fit for this position?
2. What do you see as your strengths? Weaknesses? What are you doing to improve the areas that you feel need improvement?
3. What is the one word that you would use to describe yourself?
4. What attracted you to our organization?
5. How do you prioritize your time and workload?
6. Please describe your ideal job; work environment; day at work.
7. What specific goals have you established for your career? What are your plans to make these things happen?
8. What is your definition of success? How do you know when you are successful? Please give an example of a recent success.
9. How would you describe your abilities to work as a member of a team? What do you think makes someone a successful team player?
10. How would you rate your ability to deal with stress? How would you describe your ability to handle high pressure situations?
11. How would you rate your ability to deal with conflict? Please give an example of a time when you had a conflict; how did you resolve it?
12. What job has been your favorite? What did you like best about it?
13. What are your long term career goals?
14. What is your greatest professional accomplishment to date?
15. How much supervision have you received in previous positions? Was that a good fit? Would you prefer more or less supervision?
16. Please describe a situation that you were unable to resolve. What did you learn from this? In retrospect, would you have done anything differently?
17. What is the quality that sets you apart from other candidates?
18. What motivates you? If you were tasked with motivating a team, how would you do so?
19. What does the term diversity mean to you? Do you think having a diverse workforce is important? Why?
20. Please give an example of a time that you were forced to comply with a policy with which you did not agree?
21. Please describe an example of a time that you delivered “world class” customer service.
22. What steps do you take in making a decision or solving a problem?
23. Please give an example of a time that you were able to identify a small problem and correct it before it became a major problem?
24. What is the best piece of advice you ever received?
25. What do you do when you begin to feel overwhelmed with your workload or responsibilities?
26. How comfortable do you feel in giving presentations to a group?
27. How comfortable do you feel training others? How can you tell if someone is “getting” what you are trying to teach them? What would you do if they weren’t?
28. How good of a listener would you say you are? Have you ever found yourself in a situation that you found it hard to be a good listener?
29. How comfortable are you with multi-tasking? Do you handle interruptions well?
30. Please describe a situation that you found yourself working with someone that didn’t like you? How did you handle this? What did you learn from the experience?
31. What kind of people do you find it most difficult to work with? How do you handle dealing with difficult people?
32. What is the most significant contribution that you have made in your career thus far?
33. Please describe a time that you failed to meet a deadline. What did you fail to do? What were the repercussions? What did you learn?
34. How well do you handle criticism? What would you do if you disagreed with the criticism? What is the most helpful criticism you have ever received?
35. What was the last argument that you won and how did you do so?
36. What is the management style that you most prefer from a supervisor?
37. What do you like to do in your spare time?
38. What aspect of your last position gave you the most satisfaction?

39. Are you involved in your community?
40. Are you a member of any professional organizations?

For Positions in the Field of Education

1. What motivated you to become an educator?
2. Define what you believe to be the ideal teacher?
3. How do you motivate students? What would you do if you realized that your approach wasn't working or wasn't as effective as you wanted it to be?
4. How comfortable are you managing a classroom? What is your classroom management philosophy? What have you found to be the toughest aspect of classroom management?
5. What do you believe are the most important recent developments within the industry?
6. How do you develop curriculum? What would you do if you realized that your curriculum wasn't effective?
7. How do you evaluate students' performance? How can you tell if a student is "getting" the material? How can you tell if they are not? How would you deal with this situation?
8. How do you individualize learning in a classroom of students with different learning styles and needs?
9. What teacher had the greatest influence on you?
10. How do you handle students with consistent behavior problems?
11. How would you work with parents who disagree with your teaching style or assessment of their child?
12. How do you involve parents in the learning process?
41. Please describe a time that you deviated from your lesson plan for a "teachable moment?"
42. Please describe a lesson plan that you have developed. What were the objectives, the format of the lesson and how you evaluated whether or not the objectives were achieved?
43. What is your view of the role of a principal (or other administrator)?
44. Do you believe that humor has value in the classroom? If so, how do you use it to your advantage?
45. What do you do when a student comes to you with a personal problem?
46. How would your students describe you as a teacher?
47. What is the most important lesson that you want to teach your students?

48. How would you respond if a parent complained about a topic you were teaching?
49. What is your view of the value of technology in the classroom? What programs are you comfortable with? How do you integrate technology into your teaching?
50. What other activities (committees, etc.) would you be interested in becoming involved with?

For Environmental/Non-Profit Positions

1. What attracts you to this position? From what you know about the position, what job duties are most exciting to you?
2. What do you know about our organization?
3. How does the mission of our organization fit with your goals and objectives?
4. What is the skill or quality that you possess that would be of most value to our organization?
5. How well do you handle controversy? Please give an example of a time that you had to deal with a controversial situation.
6. How do you evaluate an agency when you are looking for a job?
7. What do you think this job requires and how do you match those requirements?
8. What makes you think you could be successful here?
9. How do you feel about working with a Board to determine organizational goals and implement new plans/programs?
10. What is your experience with fundraising? How comfortable are you with approaching donors?
11. From what you know about our organization, what opportunities or concerns can you identify as you think about joining us?

For Social Service Positions

1. In your opinion, what are the greatest challenges/barriers to the population that this organization serves?
2. Why have you selected a career in social work?
3. What do you hope to accomplish as a social worker?
4. What is your philosophy of social work?
5. What do you think of the recent changes in the welfare system?
6. What do you think is going to happen in the field in five years?

7. What are the different kinds of diversity that you would expect to encounter in this position/working with this clientele?
8. What computer programs are you comfortable with? How do you track and manage data?
9. How familiar are you with various community resources? How do you handle working with individuals from other agencies? How do you develop relationships with partner agencies?
10. How do you motivate clients? How do you handle clients that are not motivated?
11. How do you maintain professional boundaries while still developing appropriate relationships with your clients?
12. Please give an example of how you would deal with a difficult or angry client.
13. Please describe how you assess client needs. What steps would you take in developing a case plan for each client?
14. How do you stay current on trends within the field?
15. Social service work can sometimes be very intense; how do you relieve everyday tensions?
16. What have you learned in school that will help you do this job?
17. How do you feel about home visits