

Tough Interview Questions

-  WHAT ARE THE REASONS FOR YOUR SUCCESSES TO THIS POINT IN YOUR PROFESSION? (Not looking for examples of your successes – rather, what makes you tick.)
-  WHAT IS YOUR ENERGY LEVEL LIKE? DESCRIBE A TYPICAL DAY. (Looking for how you manage your time, plan your day, etc.)
-  WHY DO YOU WANT TO WORK HERE? (Reply within the company's attributes as you see them. You must have done your research about the company for this one.)
-  WHAT KIND OF EXPERIENCE DO YOU HAVE FOR THIS JOB? (Sell yourself, show how you can contribute quickly to the job.)
-  WHAT ASPECTS OF YOUR JOB DO YOU CONSIDER MOST CRUCIAL? (Depends on the type of job, but most look for things like time management, prioritization skills and task dedication.)
-  WHAT DID YOU LIKE AND/OR DISLIKE ABOUT YOUR LAST JOB? (Looking for incompatibilities. Listen for statements by the interviewer about the job or company to help you.)
-  WHAT IS THE LEAST RELEVANT JOB YOU HAVE HELD? (If not on your resume, don't mention it. Remember that every job has contributed to your experience and knowledge.)
-  WHAT HAVE YOU LEARNED FROM JOBS YOU HAVE HELD? (Tie answer to your business and professional profile. Your decisions are based on the ultimate good of the company, not your personal whim or preference.)
-  HOW DO YOU FEEL ABOUT YOUR PROGRESS TO DATE? (Looking to rate your self-esteem. Be confident, but do not give the idea you have already done your best work.)
-  HAVE YOU DONE THE BEST WORK YOU ARE CAPABLE OF DOING? (Be proud of your accomplishments to date, but convey that the best is yet to come.)



HOW LONG WOULD YOU STAY WITH OUR COMPANY? (Tricky question. Talk about wanting to settle down with this company, be challenged, and to grow professionally. Ask how long they think the company would continue to challenge you.)



HOW LONG WOULD IT TAKE YOU TO MAKE A CONTRIBUTION TO OUR COMPANY? (Question to clarify, then follow the lead.)



WHAT WOULD YOU LIKE TO BE DOING FIVE YEARS FROM NOW? (Safe answer is a desire to be regarded as a true professional and team player. Relate growth and professional development opportunities you foresee in the company.)



WHAT ARE YOUR QUALIFICATIONS? (Try to determine the problems that most concern the interviewer; relate your qualifications to solutions.)



WHAT ARE YOUR BIGGEST ACCOMPLISHMENTS? (Should be easy if you are prepared. Keep them job related.)



HOW DO YOU ORGANIZE AND PLAN FOR MAJOR PROJECTS? (Relate how you use planning and decision-making processes.)



HOW MANY HOURS A WEEK DO YOU FIND IT NECESSARY TO WORK TO GET YOUR JOB DONE? (Be flexible. Relate how you try to manage time effectively, but you know also that there will be times when rushes/deadlines will necessitate extra efforts.)



TELL ME HOW YOU MOVED UP THROUGH AN ORGANIZATION? (Relate to your basic personality, goals, etc.)



CAN YOU WORK UNDER PRESSURE? (Give a short example, not a yes/no.)



WHAT ARE YOUR GREATEST STRENGTHS? (Be positive. Demonstrate job related pride, reliability, professionalism, etc.)



WHAT ARE YOUR OUTSTANDING QUALITIES? (Be positive. Demonstrate job related pride, reliability, professionalism, etc.)



WHAT INTERESTS YOU MOST ABOUT THIS JOB? (Be straightforward and positive. Your earlier research about the company will have you ready.)



WHAT ARE YOU LOOKING FOR IN YOUR NEXT JOB? (You want a company where personal and professional qualities will allow you to contribute.)



WHY SHOULD I HIRE YOU? (Be short and to the point. Highlight your background and experience and relate to their current needs and problems, not what is in it for you.)



WHAT CAN YOU DO FOR US THAT SOMEONE ELSE CAN'T DO? (Recap their job description, clarify if necessary, and relate how you bring the skills, knowledge, etc. they are looking for to solve problems and satisfy needs. End with a question like, "What else are you looking for", and respond accordingly.)



DESCRIBE A DIFFICULT PROBLEM YOU'VE HAD TO DEAL WITH. (The problem isn't the issue. They are looking to see your approach to solving it.)



WHAT WOULD YOUR REFERENCES SAY? (Obviously, be positive.)



CAN WE CHECK YOUR REFERENCES? (Obviously the answer is yes. Remember though that you are under no obligation to give references of a current employer until you have a written offer in hand.)



WHAT TYPE OF DECISIONS DID YOU MAKE ON YOUR LAST JOB? (They may be trying to determine your responsibilities; be careful not to sound like you overstepped your bounds. Show them you made solid, well thought out decisions.)



HOW DO YOU HANDLE TENSION? (Key work is "HOW." Describe what you do to help you deal with stress and tension, like jogging, a hobby, working out, keeping things in their proper perspective, etc.)



HOW LONG HAVE YOU BEEN LOOKING FOR ANOTHER POSITION? (If a long time try to slant toward the positive.)



HAVE YOU EVER BEEN FIRED? (Be honest, but try to explain in the best light.)



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WERE YOU EVER DISMISSED FROM A JOB FOR A REASON THAT SEEMED UNJUSTIFIED? (Sneaky way of asking if you were ever fired; see above.)



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