

SAMPLE INTERVIEW QUESTIONS:

- Tell me about yourself.
- What do you know about this company?
- Why do you want to work here?
- What are your strengths?
- What do you believe are the critical success factors for this position?
- When were you most satisfied in your job?
- When have you felt completely committed to a project?
- Tell me about a time you improved product quality
- Why should we hire you?
- Tell me about a weakness
- Why shouldn't I hire someone less expensive?
- Aren't you overqualified?
- Your experience doesn't match our job description
- How would you deal with a high-strung(or otherwise difficult) personality?
- Why did you leave your job?
- What do you like least about your current(last)boss?
- What do you like least about your current (last) job?
- How do I know you won't want to change jobs in two years?
- How would you describe "green" to a blind person?
- With what other firms are you interviewing?
- How would you improve the performance of our company?
- Describe one of your most defining moments.
- Other than money, what makes you happy at work?
- What brands do you feel passionately about?
- Why did you decide to pursue marketing?
- Describe one of your most defining moments.
- Other than money, what makes you happy at work?
- Give me an example of how you demonstrated initiative.
- Where do you see yourself in five years?Are your grades a good measure of your ability to learn?
- If hired, you will be working with experienced individuals who have been with the company for many years. What makes you think that your performance will be at par with theirs?
- Tell me about a recent crisis you handled
- What was your most difficult decision in the last six months? What made it difficult?
- Sell me this pen.
- How would your team members describe you?
- Which of your creative accomplishments has given you the most satisfaction?
- How would you describe your approach to solving problems?
- Leadership – What is the toughest group that you've had to get cooperation from? Describe how you handled it. What was the outcome?
- Describe a situation in which you made a difference.
- Name two major trends that are shaping the future our industry. Why do you think these are major trends?
- What do you think are the two biggest challenges facing our company over the next two years?

FINANCIAL QUESTIONS

- What is beta? What do you think the beta is for our company? What are the implications?
- What is the best measure of financial success for a company? Why?
- Tell me about our company's balance sheet. What stands out?

- You are a financial analyst supporting four functional area managers who submit a combined budget for \$100M. The division's budget target is only \$80M. How would you assist your group's general manager in meeting the \$80M target?
- Give me an example of a time when it might be in our best interest to design and manufacture a product that has a negative margin.

BEHAVIORAL

- Tell me about a creative solution that you developed for a difficult problem.
- Tell me about a complex problem you had to solve, and walk me through your thinking as you solved it.
- Describe a recent unpopular decision you made and the results of this decision
- Give me an example of a time when you had to "stand up" for a decision you made even though it made you unpopular. Tell me about the situation in detail and the ultimate resolution.
- Describe a time when you had to change your communication style to deliver a message or get your point across.
- Tell me about a time you handled a really disappointed customer.
- Give me an example of a time when you communicated something unpleasant or difficult to say to your boss or other authority figure. What was the situation and how did you assert yourself?
- Give me an example of a time at work when you had to deal with unreasonable expectations of you. What did you do? Be specific.
- Sooner or later we all deal with interpersonal conflict or personal rejection at work. Give me an example of a time when you had to cope with these demands.
- What has been your experience in working with conflicting, delayed or ambiguous information? What did you do to make the most of the situation?
- Give me an example of a time you used facts and reason to persuade another person to take action. What was the situation? What was the result?
- Tell me about a time you solved a really tough problem
- Give me an example of a time you had a critical project without the time or resources to do it.
- In a fast paced work environment, it is often necessary to prioritize goals to be sure your effort is allocated appropriately. Tell me about the time you were most successful in prioritizing you goals/work. Tell me about the time you were least successful in prioritizing. What did you learn from it?
- Can you discuss a project in which you stepped outside your area of expertise?