

Preparing for a Behavioral Interview



Behavioral-based questions are used as a way to indicate your future performance from previous behavior.

- » **Recall recent situations** that show favorable behaviors or actions, especially those involving course work, work experience, leadership, teamwork, initiative, customer service or difficult interactions.
- » **Prepare a short description** of each of these situations.
- » **Make sure you describe the STAR:** Situation, Task (3–4 sentences), Actions you took (3–4 sentences), Result or outcome (1–2 sentences). Your description should be short, concise and positive — even if the result was not favorable.
- » **Be specific** — don't generalize or combine several events into one.

Sample Behavioral Interview Questions

Give me an example of a problem you've faced on the job and how you handled it.

Describe a time when you faced unreasonable deadlines or expectations. How did you respond?

Tell me about a difficult person you've had to deal with. Why was he/she difficult and what did you do?

Describe the last time you did something which went well beyond the expected at work or school.

Tell me about a time when you were most pressured or stressed at work or school and how you handled it.

Tell me about an accomplishment that you are most proud of.

Example Answer:

"Tell me about a time when you were on a team and a member wasn't pulling his or her weight; how did you handle the situation?"

"I was assigned to a team to build a canoe out of concrete. One of our team members wasn't showing up for our lab sessions or doing his assignments, so I decided to meet with him in private. I explained the frustration of the rest of the team, and I asked if there was anything I could do to help. He told me he was preoccupied with another class that he wasn't passing, so I found someone to help him with the other course. He was not only able to spend more time on our project, but he was also grateful to me for helping him out. We finished on time and received an 'A' on our project.