

Killer Interview Questions

by James Caan

1. If I called your manager and asked what one thing irritated them about you, what would they say?
2. What was your claim to fame in your previous role?
3. If you had a magic wand and could have any job, what would it be?
4. If you are offered this job how could transform the role?
5. You have 2 minutes left to ask me anything. What is it going to be?

Ten Top Interview Questions

by Monster.com writer Dona DeZube

1. From everything you've learned about this role, me and our company, tell me how you feel you'd make a contribution.
2. Why should we hire you?
3. If you could start your career over again, what would you do?
4. When I contact your last supervisor and ask which area of your work needs the most improvement, what will I learn?
5. Describe the best boss you ever reported to.
6. Tell me about what motivates you.
7. What frustrates you?
8. Tell me about the toughest negotiation you've ever been in.
9. How do you involve your staff when an important company strategy decision needs to be made?
10. Where do you see yourself in five years?

Top 25 Questions

by ABC News

1. Why are you here?
2. If you had only one word to describe yourself, what would it be?
3. When have you failed? Describe what happened and what you learned from it.
4. What's the one accomplishment you're most proud of? Why?
5. What qualities in your co-workers bother you most? What do you appreciate most?
6. How do you take advantage of your strengths? How do you compensate for your weaknesses?
7. If I were to ask your current boss what your greatest strength is, what would he or she tell me?
8. If I were to ask your current boss to tell me one thing you do that drives him crazy what would he/she tell me?
9. What's one thing you would like to do better? What's your plan for improving?
10. What changes have you made in working with others to be more effective at work?
11. What do you think are the most important attributes of successful people? How do you rate yourself in those areas?
12. How do you make decisions?
13. If you were limited to just one person to get advice and help from, which person would you choose? Why?

14. Tell me about a work incident in which you were totally honest, despite a potential risk or downside.
15. What would you do if you made an important business decision and a co-worker challenged it?
16. Describe a crisis you faced at work. What was your role? How did you resolve it? What were the results?
17. Describe a time when you were asked to do something you weren't trained to do. How did you handle it?
18. Describe the boss who would get the very best work from you.
19. What will make you live coming to work here everyday?
20. What would you do if management made a decision you didn't agree with?
21. What is there about this opportunity that most excites you?
22. What's your greatest fear about this opportunity?
23. If you get the job, how could you lose money for me?
24. Assume that you come to work here. One year now you go home Friday evening thinking that accepting this job was the best thing you ever did. What happened during that year for you to feel that way?
25. Is there any question I haven't asked you that I should?

The 25 Most Difficult Interview Questions by Focus Magazine

1. Tell me about yourself.
2. What do you know about our organization?
3. Why do you want to work for us?
4. What can you do for us that someone else can't?
5. What do you find most attractive about this position? What seems least attractive?
6. Why should we hire you?
7. What do you look for in a job?
8. Please give me your definition of [the position for which you are being interviewed].
9. How long would it take you to make a meaningful contribution to our firm?
10. How long would you stay with us?
11. Your resume suggests that you may be over-qualified or too experienced for this position. What's your opinion?
12. What is your management style?
13. Are you a good manager? Can you give me some examples? Do you feel that you have top management material?
14. What do you look for when YOU hire people?
15. Have you ever had to fire people? What were the reasons, and how did you handle the situation?
16. What do you think is the most difficult thing about being a manager or executive?
17. What important trends do you see in our industry?
18. Why are you leaving (did leave) your present (last) job?
19. How do you feel about leaving all your benefits to find a new job?

20. In your current (last) position, what features do (did) you like the most? The least?
21. What do you think of your boss?
22. Why aren't you earning more at your age?
23. What do you feel this position should pay?
24. What are your long-range goals?
25. How successful do you feel you've been so far?

Behavioral Questions

by MockQuestions, LLC

1. Tell me a time when you worked with a person that did things very differently than you. How did you get the job done? Would you work with this person again?
2. Describe for me a time when you failed at something and how did you respond?
3. Give me a specific example of a time when you used good logic and judgement in solving a problem.
4. Give me a specific example of a time when you were unable to complete a project on time.
5. Give a specific example when you had to deal with a difficult customer. What was the problem and what was the outcome?
6. Give me an example of a time when you came up with an innovative solution to a challenge your company, class or organization was facing.
7. Tell me of a time when you were working with a team and one wasn't doing their share of the work.
8. What was the riskiest decision you have made? What was the situation? What happened?
9. Have you ever worked in a situation where the rules were not clear? Tell me about it. How did you feel about it? How did you react?
10. Describe your 3 greatest accomplishments to date.
11. Tell me about a goal you set and did not reach.
12. Give me an example of a time when you had to make a split second decision.
13. Tell me how you keep your job knowledge current with ongoing changes in the industry.
14. Describe a major change that occurred in a job that you held. How did you adapt to this change?
15. Think about a time a difficult boss, professor or other person. What made him or her difficult? How did you successfully interact with this person?