



**INTERVIEW  
SOLUTIONS**

**Prepare for your  
interview.**

## **25 Most Popular Behavior-Based Questions**



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Many interviewers use behavior-based questions to get more information about your qualifications for a job position.

"The idea behind behavioral interviewing is that you can tell much more about a person's attitudes, work habits and skills by hearing them describe real actions taken in real circumstances than by letting them speak in the abstract about themselves," says Allen Salikof, president and CEO of MRI Inc., a Cleveland-based search firm. \*

Knowing the most common behavior based questions and practicing your responses can help you prepare for these sometimes tricky open-ended questions and give you better success at your interview.

The Following is a list of the most popular behavior-based questions you may encounter in an interview.

You can give yourself a competitive edge by anticipating these questions and formulating your responses in advance.

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For more information about answering a behavior-based question, please read the article *Tricky Questions Reign in Behavior Based Interviews*. Contact Tri-Starr for more information.

\*Excerpts taken from *Tricky Questions Reign in Behavior Based Interviews*.

Tell me about a time when you...

1. ...worked effectively under pressure.
2. ...handled a difficult situation with a co-worker.
3. ...were creative in solving a problem
4. ...missed an obvious solution to a problem.
5. ...were unable to complete a project on time.
6. ...persuaded team members to do things your way.
7. ...wrote a report that was well received.

8. ...anticipated potential problems and developed preventive measures.
9. ...had to make an important decision with limited facts.
10. ...were forced to make an unpopular decision.
11. ...had to adapt to a difficult situation.
12. ...were tolerant of an opinion that was different from yours.
13. ...were disappointed in your behavior.
14. ...used your political savvy to push a program through that you really believed in.
15. ...had to deal with an irate customer (co-worker/boss/subordinate)
16. ...delegated a project effectively.

17. ...surmounted a major obstacle.
18. ...set your sights too high (or too low).
19. ...prioritized the elements of a complicated project
20. ...got bogged down in the details of a project.
21. ...lost (or won) an important contract.
22. ...made a bad decision.
23. ...had to fire a friend.
24. ...hired (or fired) the wrong person.
25. ...turned down a good job.