

Behavioral Questions for Interviews

Use this framework when interviewing full-time, contract, or temporary talent. If you have questions about vetting talent or interviewing best practices, reach out to our team of experienced recruiters at info@talentfoot.com

No interview is complete without behavioral questions.

Why? Because past behaviors are most indicative of future behaviors.

These questions are especially critical when bringing new talent onto your team. You ask these questions to learn more about the candidate and how they will fit into your company culture.

Select some of these questions and use them for your next round of interviews.

Leadership Skills

- Tell me about a project you led from start to finish?
- What is the project you are most proud of, and how did you contribute to it?
- What do you do when you face criticism?
- Describe a time you made a presentation to senior executives
- How do you respond to failure?
- What were your specific responsibilities on the most recent project you worked on?
- Tell me about a time you were under a lot of professional stress. What was going on, and how did you manage it?

Decision-Making Skills

- How do you handle making difficult decisions?
- Tell me about an unpopular decision you made. What did you do?
- Tell me your experience making immediate decisions.
- Share a time when you saw a problem at work and created a solution.

Analytical Skills

- Tell me about a time you gathered data for analysis.
- How have you analyzed data and generated insights?
- How have you brought together multiple perspectives to solve a problem?
- How have you improved a project or workflow based on your analysis?

Adaptability

- How do you manage multiple projects at once?
- How do you prioritize projects?
- Tell me about a time you dealt with ambiguity in terms of goals or milestones.
- How do you adjust to changing priorities?
- Have you ever worked on a project that changed drastically while in progress? How did you manage it?

Interpersonal Skills

- Do you prefer to work alone or in a team?
- How do you handle working with a challenging teammate?
- Tell me about a time you led a team through a challenge.
- Share an experience of managing upward.
- How do you handle disagreements?

Communication Skills

- How did you communicate with your previous bosses?
- How do you communicate with a person you disagree with?
- Tell me about a time you used email to convince a colleague on a important issue?
- Tell me about a time when you were the team's technical expert. What did you do to make sure everyone was able to understand you?
- When you had to explain something complex to a colleague? How did you make a complicated issue easy to understand?