

The 25 Most Popular Behavior-Based Questions

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 preventative 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 to 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.