

COMMON INTERVIEW QUESTIONS & ANSWERS

1. “Tell me a little about yourself.”

Example answer: “I am a [positive adjectives] [x] professional with [x] years of experience. I’m excited to find a role where I can [accomplish this goal] and expand on my current skillset while also learning, growing and contributing to a great organization that aligns with my values.”

2. “What are your biggest strengths?”

Example answer: “I’m very proud of my strengths in [learning new concepts and tools quickly / communicating clearly with others / focusing on goals and outcomes] and even though these are strengths I’m always trying to build on them.”

3. “What are your biggest weaknesses?”

Example answer: “I’m very self-aware of the things that I can improve on, which some would call “weaknesses” and those would be [proficiency with X tool or program / giving feedback to colleagues or manager(s) / multi-tasking under pressure]. I’m actively working on this, though, and am always getting better.”

4. “Why should we hire you?”

(similar question also asked: “What can you offer that someone else can not?”)

Example answer: “Because I have all of the skills you’re looking for in this role and the enthusiasm about the company that will help me thrive here. I also believe I can contribute positively to the company culture by [X]...”

**The key is to be specific to THIS role and THIS company, and what you can offer them rather than just what you can get out of the role.*

5. “Why do you want this job?”

(similar question also asked: “Why are you interested in this company?”)

Example answer: “I want this job because the role matches what I am looking for the next step in my career growth and also because I am very drawn to the mission and values that this company stands for [such as X, Y, Z]. I feel like I can provide a lot of value to the company but also grow with it.”

6. “What motivates you?”

(similar question also asked: “What are you passionate about?”)

Example answer: “What motivates me is [making customers happy / creating campaigns from scratch, from strategy to execution / tackling different problems and coming up with meaningful solutions to them]. I believe that I’d be able to do that here.”

7. “How do you think you will fit in this role?”

Example answer: “I think I would fit really great into this role. From what I’ve learned so far about the role and the company, I think there is a natural fit when it comes to needs on both sides and it makes me excited to think about getting to know the team and all the things I can learn and can contribute.”

8. “What do you know about our company?”

(similar question also asked: “How did you learn about the opening?”)

Example answer: “I know that this company is known for [X] and is in the [X] industry. The company is based in [X] and has about [X] total employees. I also know that it’s an attractive place to work for people like me who want [X].”
**you have to have actually done research on the company to answer this well!*

SIMILAR QUESTIONS

9. “Describe your ideal role.”

10. “What type of environment are you looking to step into?”

11. “What are you looking for now?”

12. “What about this role / company attracts you?”

13. “Why do you want to leave your current job?”

(similar question also asked: “Why are you looking?”)

Example answer: “There are a couple of main reasons I’m looking to move on from my current job and that includes [wanting to gain X new skill or grow current skill in X / more career growth in the direction I’m interested in].

**The key is to focus on positives and be future-focused, rather than focusing on negatives things about the present or past at your current role.*

14. “Where do you see yourself in five years?”

Example answer: “In five years I’d like to be an established team member of a company like this where I [will have mastered skills that I’m just learning now / will take on new responsibilities and learn the next level of skills I’d need to continue my career path / will have taken on a leadership role where I am helping manage and grow others]”

15. “How do you deal with pressure or stressful situations?”

Example answer: “I deal with pressure or stressful situations by [reminding myself that things are temporary / making sure I stay grounded and understand what I can and cannot change / knowing when and how to ask for help from my team members or manager] and taking things one step at a time.”

**This is a chance to demonstrate your ability to stay calm and work through any tough situation, and also your emotional intelligence.*

SIMILAR QUESTIONS

16. “Tell me about a challenge or conflict you've faced at work and how you dealt with it.”

17. “Tell me about a time you disagreed with a decision. What did you do?”

18. “What would your last boss / colleagues say about you?”

EVEN MORE COMMON QUESTIONS

WHAT THE INTERVIEWER
REALLY WANTS TO KNOW:

Previous work relationships /
self-awareness

Leadership skills

Teamwork skills

Your specific skills for the role

How serious your job search is

Your personality / culture fit

Your loyalty / commitment

Your loyalty / whether you
actually know what you want

QUESTIONS THE INTERVIEWER MIGHT ASK
TO FIND THE ANSWER:

19. “What would your previous boss or colleagues say you excelled most at / needed most improvement in?”

20. “Describe a time you exercised leadership?”

21. “Can you give an example of how you worked on a team?”

22. “How familiar are you with working with X (tool, language, etc.)?”

23. “What other companies are you interviewing with?”

24. “What do you like to do outside of work?”

25. “Why was there a gap in your employment between these dates?”

26. “Can you explain why you’ve bounced around to many different types of roles (in unrelated areas)?”