

## 56 STRATEGIC INTERVIEW QUESTIONS TO ASK CANDIDATES

### GENERAL QUESTIONS

- Tell me about yourself.
- What interests you about this job?
- What are your biggest strengths?
- What are your biggest weaknesses?
- Why do you want to leave your current job?
- Why should we hire you?
- How do you handle stress?
- How do you handle conflict?
- What are your salary expectations?
- Do you have any questions for us?

### EXPERIENCE AND SKILLS QUESTIONS

- Tell me about your previous work experience.
- What skills do you have that are relevant to this job?
- Describe a time when you had to use your problem-solving skills.
- How do you stay up to date with industry trends?
- Can you give an example of a project you completed successfully?
- What experience do you have working with [specific software or technology]?

## **COMPANY CULTURE QUESTIONS**

- What do you know about our company?
- How do you think you would fit into our company culture?
- What are your preferred work environments?
- How do you handle feedback from coworkers or superiors?
- Can you describe a time when you had to adapt to a new work environment?
- What motivates you to do your best work?

## **PROBLEM-SOLVING AND CRITICAL THINKING QUESTIONS**

- Tell me about a time when you had to solve a complex problem.
- How do you prioritize tasks when you have multiple deadlines?
- Can you give an example of a time when you had to think creatively to solve a problem?
- How do you approach decision-making in your work?
- Can you describe a time when you had to make a tough decision?

## **TEAMWORK AND COMMUNICATION QUESTIONS**

- Can you describe a time when you had to work on a project with a team?
- How do you handle disagreements with coworkers?
- Can you describe a time when you had to communicate a complex idea to a coworker or supervisor?
- How do you handle communication with remote team members?
- What experience do you have working with people from diverse backgrounds?

## **LEADERSHIP AND MANAGEMENT QUESTIONS**

- Can you describe a time when you had to lead a team?
- How do you motivate your team to achieve their goals?
- Can you describe a time when you had to manage a difficult employee?
- How do you handle conflict between team members?
- Can you describe a time when you had to delegate tasks to team members?

## PERSONAL QUALITIES AND WORK HABITS QUESTIONS

- How do you stay organized and manage your time?
- Can you describe a time when you had to work under pressure?
- How do you handle a challenging workload?
- What are your long-term career goals?
- Can you describe a time when you had to learn a new skill quickly?
- How do you handle constructive criticism?
- Can you describe a time when you had to go above and beyond in your work?
- How do you handle failure or setbacks in your work?
- What steps do you take to improve your work performance?

## INDUSTRY-SPECIFIC QUESTIONS

- What do you think are the biggest challenges facing the [industry] industry?
- Can you describe a time when you had to navigate a complex regulatory environment?
- What experience do you have working with [specific equipment or tools]?
- Can you describe a time when you had to manage a project with a tight budget?
- What experience do you have working with [specific type of clients or customers]?

## FINAL QUESTIONS

- Is there anything else you would like to share with us?
- What is your availability for this job?
- What would you like to achieve in your first 90 days on the job?
- Can you describe a time when you went above and beyond for a previous employer?
- What are your thoughts on [specific industry trend or development]?