



Employee Engagement and Motivation

Behavioral Interviewing Questions

Behavioral interviewing questions are designed to help employers understand how a candidate has handled specific situations in the past and how they might handle similar situations in the future. Here are 27 behavioral interviewing questions you could consider:

1. Can you tell me about a time when you had to solve a complex problem?
2. How do you influence others to accept your ideas? Give an example of a time when you did this successfully?
3. What is one area of continuous feedback you've received throughout your career? What have you done to improve?
4. What is the one thing that people tend to believe about you that is absolutely not true. Why do you believe they feel that way?
5. Why do you work in your chosen field?
6. What motivates you?
7. What is something you have achieved that you are most proud of and why?
8. How have you handled a difficult customer or client in the past?
9. Describe a time when you had to work with a difficult coworker or team member.
10. Can you give me an example of a project you successfully completed and how you accomplished it?
11. Tell me about a time when you had to adapt to a new situation or process.
12. Describe a situation where you had to work under pressure to meet a deadline.



13. Can you tell me about a time when you had to make a tough decision, and how did you approach it?
14. How do you handle conflicts with coworkers or supervisors?
15. Can you give an example of a time when you had to think creatively to solve a problem?
16. Tell me about a time when you had to overcome a significant challenge in your work.
17. Describe a situation where you had to manage multiple priorities and how you prioritized your workload.
18. How have you handled a situation where you disagreed with a supervisor or manager's decision?
19. Can you give an example of a time when you had to work independently on a project?
20. Tell me about a time when you had to provide difficult feedback to a coworker or team member.
21. Describe a situation where you had to take the initiative to improve a process or system in your work.
22. Can you tell me about a time when you had to adapt to a change in the organization or industry?
23. How have you handled a situation where you made a mistake, and how did you learn from it?
24. Tell me about a time when you had to collaborate with coworkers or team members from different backgrounds or cultures.
25. Can you give an example of a time when you had to persuade someone to see your point of view?
26. Describe a situation where you had to lead a team or take on a leadership role.
27. Tell me about accountability. What should happen when people fail to perform?

