

COMMON PROBING QUESTIONS

Tell me about your last job...

What were your specific job duties?

How would your co-workers describe you?

What made you a good employee?

What did you find most challenging about your last job? (Rewarding, & frustrating, etc)

How long were you employed with...

Why did you leave your last job?

Why did you decide to pursue a job with....

What qualities/skills do you have to offer?

What are your greatest strengths/weaknesses?

How do you work under pressure?

What 2 or 3 things are most important to you in your job?

Why are you interested in this position?

What do you think you will be doing in this position?

How does it relate to what you've done in the past?

What do you hope to gain from this experience?

What do you have to contribute to this operation?

Why should we hire you?

50 QUESTIONS MOST COMMONLY ASKED AT INTERVIEWS

1. What are your long-range and short-range goals and objectives, when and why did you establish these goals, and how are you preparing yourself to achieve them?
2. What specific goals, other than those related to your occupation have you established for yourself for the next 10 years?
3. What do you see yourself doing five years from now?
4. What do you really want to do in life?
5. What are your long-range career objective?
6. How do you plan to achieve your career goals?
7. What are the most important rewards you expect in your career?
8. What do you expect to be earning in five years?
9. Why did you choose the career for which you are preparing?
10. Which is more important to you, the money or the type of job?
11. What do you consider to be your greatest strengths and weaknesses?
12. How would you describe yourself?
13. How do you think a friend or a professor who knows you well would describe you
14. What motivates you to put forth your greatest effort?
15. How has your education prepared you for a career?
16. Why should I hire you?
17. What qualifications do you have that make you think that you will be successful?
18. How do you determine or evaluate success
19. What do you think it takes to be successful in a company like ours?
20. In what ways do you think you can make a contribution to our company?
21. What qualities should a successful manager possess?
22. Describe the relationship that should exist between a supervisor and subordinates.
23. What two or three accomplishments have given you the most satisfaction? Why?
24. Describe your most rewarding college experience.
25. If you were hiring a graduate for this position, what qualities you look for?
26. Why did you select your college or university?
27. What led you to choose your field of major study?
28. What academic subjects did you like best? Least?
29. Do you enjoy doing independent research?
30. If you could do so, would you plan your academic study differently?
31. What changes would you make in your college or university?
32. Do you think that your grades are a good indication of your academic achievement?
33. What have you learned from participating in extracurricular activities?
34. Do you have plans for continued study? (Graduate students may be asked: Why did you pursue an advanced degree?)
35. In what kind of work environment are you most comfortable?
36. How do you work under pressure?
37. In what part-time or summer jobs have you been most interested? Why?
38. How would you describe the ideal job for you following graduation?
39. Why did you decide to seek a position with this company?
40. What do you know about our company?
41. What two or three things are most important to you in your job?
42. Are you seeking employment in company of a certain size? Why?
43. What criteria are you using to evaluate the company for which you hope to work?
44. Do you have a geographical preference? Why?
45. Will you relocate? Does relocation bother you?
46. Are you willing to travel?
47. Are you willing to spend at least six months as a trainee?
48. Why do you think you might like to live in the community in which our company is located?
49. What major problem have you encountered and how did you deal with it?
50. What have you learned from your mistakes?

The Endicott Survey, published by the Placement Center of Northwestern University, periodically updates its original list of questions most commonly asked of college graduates at interviews. Variations of that list have appeared in many publications.