

Behavioral Interview Questions

Behavioral Interview Questions: A behavioral interview suggests that you have already been faced with numerous skill and competency development opportunities as a college student. It assumes you will use these college, job, volunteer, club, coaching and internships experiences to answer the interview questions. You want your portfolio to contain a variety of different examples of evidence that you can point to as you tell your story.

- Walk me through how you set up and complete an assignment.
- What was a high-pressure situation you experienced recently and how did you manage it?
- Describe a time you needed to decide without all the information. How did you respond?
- Some people like rewards immediately. Others are willing a long time for something valuable. Which are you and how do you know?
- Tell me about a time you needed to stand up for an unpopular decision?
- How would I know you were under stress?
- What kinds of things might you do to help others except an idea they don't initially support?
- Describe the most important piece of work you've accomplished thus far.
- Would you describe yourself as more logical or intuitive? How do you know?
- How and why did you make the decision to pursue the AFA Leader Fellowship?
- Whom do you most respect in terms of their leadership style? Why?
- What do you think some of your implicit biases might be?
- Tell me about a difficult interaction with a customer and how you managed it.
- What is the right amount of information and direction you need to get started on a project?
- What are you looking for in a supervisor? A team?
- What motivates you?
- What was the most difficult aspect of the Fellowship for you? How did you manage that?
- How do you approach goal-setting? Can you tell me about a goal you set and failed to meet? What about one you excelled at?
- Describe how you've handled a tense situation.
- What are you passionate about? How does it show up in your life?
- How do you reflect and process on your work?
- Evaluate your skills in written communication.
- How would you go about developing relationships in your new job?
- Tell me about a time you had to modify or change your work assignment.
- How have you managed competing messages in your school or work?
- Tell me about a time you impacted the way a group or organization functions.
- Tell me about a creative solution to a problem you initiated.
- Tell me about a colleague, co-worker or customer you found it difficult to work with.
- What is your definition of employee development? Whose responsibility is it?
- What is the most innovative product, service or process you've developed?
- Tell me about a time you needed to get a team or group moving in a concerted fashion.