

Interview Essentials II

When seeking employment, you may encounter different types of job interviews. Outlined below are brief descriptions of several *common interview types*, and a list of potential *interview questions*.

Types of Interviews

Behavioural Interview

A behavioural interview is based on the idea that past performance is the best indicator of future performance and behaviour. This type of interview is used to determine whether the interviewee's experience and skills are suitable for the position they have applied for. You will be asked a set of questions that are geared towards specific experiences you have had in the past. Before the interview, make sure you have reflected on your previous work experiences to come up with real life examples that can showcase your skills.

Panel Interview

A panel interview is when you are interviewed by two or more people. While this type of interview may seem overwhelming, it makes the hiring process more efficient for everyone involved. It is also used to gauge how you handle high pressure situations and perform in a group setting. Remember to introduce yourself to each person, and maintain eye contact with everyone while answering questions.

Group Interview

A group interview involves several applicants being interviewed together by either one interviewer or a panel of interviewers. This type of interview provides the potential employer an opportunity to see you interact with the other candidates and assess your communication and interpersonal skills. Make sure you introduce yourself to the other candidates and the interviewers, make eye contact with everyone in the room, and demonstrate good listening skills by paraphrasing or asking for clarification.

Phone Interview

Phone interviews are primarily used for a preliminary screening of applicants. Candidates must prepare for a phone interview just as they would for an in-person interview. This includes using proper interview etiquette such as greeting the employer at the beginning of the interview and thanking them at the end. Check before the meeting that you have a quiet environment with good cell service for the interview. It is important in this type of interview to make sure that the communication is clear, and that both the interviewee and interviewer can hear one another.

Technical Interview

Technical interviews are typically utilized by employers who are hiring for fields such as computer science, engineering, IT, and other technical professions. This type of interview allows the employer to assess an interviewee's technical skills, as well as their critical thinking and problem-solving skills. In technical interviews it is common to encounter brainteasers, numerical reasoning problems, and technical assessment questions.

Sample Interview Questions

Here are some generalized questions that are commonly asked in interviews. Questions can differ based on many variables, including: industry, position, interviewer, or type of interview. To prepare for your interview, you can practice these questions aloud in front of a mirror or with your family or friends. You can also [book a practice interview session](#) with a Career Coach.

Standard Interview Questions:

Tell me a little bit about yourself.

What attracted you to this company/position?

What do you know about our company and/or our competitors?

What are your expectations regarding salary?

Name two of your weaknesses and two of your strengths.

Why should we hire you?

How do you handle pressure and stress?

How would you handle a disgruntled or dissatisfied customer?

What do you consider to be your greatest achievement?

Do you prefer working alone or in teams?

Do you have plans for continued study? An advance degree?

Behavioural Interview Questions:

Give me an example of a time when you faced conflict in a team setting.

Describe a time you went above and beyond at work.

Tell me about a time you failed. How did you deal with the situation?

Describe a time when you were faced with a stressful situation and how you dealt with it.

Please describe a situation in which your work was criticized and how you handled it.

Give an example of a goal you reached and tell me how you achieved it.

Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.

Give me an example of a time when you had to be assertive in giving directions to others.

Questions to Ask the Employer

What would be an outcome or goal you would like to see achieved through this position?

How would you describe the working atmosphere and the people with whom you work with?

Describe the culture or environment of the workplace.

What advice would you give to a person entering this field?

What is the next step of the interview/hiring process?

For more information on how to answer various interview questions, refer to [Interview Essentials – part I](#).