

Interjúkérdések

Angolul

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CURRENT ROLE | EXPERIENCE

Please provide me with a brief description of your current/most recent position.

What prior positions, assignments, and/or experiences have been the most relevant to your career (e.g., helped you to get to where you are today)?

CAREER ASPIRATIONS

What are your short-term and long-term career interests and plans?

Where do you want to be in the 3, 5, 10 years?

Why is this job right for you at this time in your career?

What new challenges would you enjoy?

How long do you think you'd continue to grow in this job?

If you could start all over again, what direction would your career take?

MOTIVATION

Why do you want to work in this industry?

Why do you be particularly good at this business?

Tell me what you know about this company.

What do you think of our newest product and ads?

Describe the competition as you see it.

What would you do differently if you ran the company?

What particular aspect of the company interests you most?

Why do you want to work here?

What motivates you to do this kind of work?

Why are you ready to leave your current job?

What do you want out of your next job?

What is your dream job?

If you had unlimited time and financial resources, how would you spend them?

What new skills or ideas do you bring to the job that other candidates aren't likely to offer?

What would you like to accomplish that you weren't able to accomplish in your last position?

We have a number of applicants interviewing for this position. Why should we take a closer look at you?

What other firms are you interviewing with, and for what positions?

SKILLS

What are your key skills?

What are your strengths?

What skills do you think are most critical to this job?

Describe a professional skill you've developed in your most recent job.

What skills would you like to develop in this job?

BEHAVIORS

Tell me about the last time you openly shared information or positions with others on a potential controversial subject.

Describe a time where it was critical for you listen closely to clearly understand exactly what someone was telling you.

Tell me about a time when it was very difficult for you to build relationship with an individual or a group.

Describe your best example of working collaboratively with others.

Tell me about the most difficult team you have to work with where there was a lot of conflict or disagreement between group members.

Tell me about the most complex issue you had to work on that required a lot of thought or investigation on your part.

Tell me about the last time you had to make a very difficult decision.

Tell me about the last time you developed a plan for a project in which you were involved.

Tell me about the biggest challenge in effectively handling several competing demands.

Tell me about a time when you weren't meeting business objectives and results?

Tell me about the last time you came up with a creative, new idea to impact your performance.

Describe a change you have implemented in the past year to increase customer satisfaction.

Describe the most difficult complaint that you have encountered.

Tell me about the last time you proactively pursued a learning or development opportunity.

Tell me about a time you had to shift priorities or adjust plans to respond to a crisis situation.

Tell me about the last time you were not able to meet a commitment to a peer/colleague or customer.

Tell me about a time you accidentally gave your peer or customer some inaccurate information and then realized your mistake later.

ACCOMPLISHMENTS

What accomplishment is your greatest source of pride?

Give me an example of a time you delivered more than was expected.

Talk about a contribution you've made to a team.

Tell me how you've supported and helped attain a corporate goal.

What accomplishment was the most difficult for you to achieve?

Describe a time when you tackled a tough or unpopular assignment.

Tell me about a time you didn't perform to your capabilities.

Tell me about a time you had to extend a deadline.

How do you manage your work week and make realistic deadlines?

Tell me about a time you saved money for an employer or an organisation.

If I hired you today, what would you accomplish first?

Why have you changed jobs so frequently?

Have you ever been fired or asked to resign?

JOB COMPATIBILITY

What are the most rewarding aspects of you most recent job?
What things frustrated you in your previous jobs?
What do you want to archive in your next job?
What interests you most about this job?
What interest you least about this job?
What concerns you most about performing this job?
What skills do you offer that are most relevant to this job?
How is your experience relevant to this job?
Would you be able to travel or to work extended hours as necessary to perform the job?
What's your most productive or ideal work setting?
How do you manage stress in your daily work?

PERSONALITY

What would your friends tell me about you?
What situations excite and motive you?
Tell me about what work group you really enjoyed.
Tell me about your relationship with your previous bosses.
What would your last boss want to change about your work habits?
Describe an environment that is ineffective for you.
Tell me about a situation that frustrated you at work.
Whom did you chose as your reference, and why?

MANAGEMENT STYLE

Tell me about an effective manager, supervisor, or other person in a leading role you've known.
What type of management style do you think is effective?
Tell me about your least favourite manager. What are some of the things he/she did that you disliked?
Describe your personal management style.
What personal characteristics add to your effectiveness?
What aspect of your management style would you like to change?
What type of people do you work with most effectively?
How do you manage your time on a typical day?
Describe a time when you've worked under intense pressure.
Tell me about a time when you had to defend an idea to your boss.

MANAGERIAL COMPETENCIES

Tell me about the most recent competitive strategy that your work unit formulated.
Tell me about the last time when you made the best possible decision despite less than perfect conditions.
Tell me about a recent decision where you hade to draw significantly on your own or others' experiences.

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What is the longest-term decision you have made that required you to look farthest forward into the future?

Tell me about the most significant business strategy or initiative where you were responsible for planning the implementation.

Tell me about a plan that you led that encountered obstacles such as unexpected events or changes.

Tell me about the last time you successfully assigned a task or project to someone else.

Describe for me the best illustration of how you have made use of a team to accomplish a critical goal.

Tell me about the time you had the most difficulty managing a team towards the accomplishment of an organizational goal.

Tell me about the last time you challenged your team to look at a problem differently and experiment with new ideas.

Describe the most recent situation you have addressed by inspiring someone to arrive at an innovative solution.

Tell me about the last time you provided the most effective interventions to a problem that customer was facing?

Tell me about the time it was most important for you to bring about extra effort from others.

Describe your biggest challenge in motivating your group to achieve a significantly higher level of performance than they had previously achieved.

Describe the most difficult working relationship you have had with a co-worker.

Tell me about a time when you were facilitating a group that was having difficulty reaching a consensus.

Tell me about a time when you were particularly successful in delegating assignments or creating opportunities to help someone address development needs.

Tell me about the last situation you faced in which you could be rewarded for compromising your integrity.

Tell me about a time when it was critical, but very difficult, for you to build trust with an individual or a group.

Tell me about a situation where you started out with a good plan, but the situation changed such that it became impossible for you to succeed.

What have you done to develop your skills?

Tell me about the last time you volunteered for a task or project because you saw it as an opportunity to develop.

PERSONAL INTERESTS | HOBBIES

Other than work, tell me about an activity you've remained interested in over several years.

What kinds of leisure activities help you perform your work better?

If you found yourself getting burned out, what would you do to revitalize your energy?

If you had unlimited leisure time, how would you spend that time?

QUESTIONS FOR CAREER CHANGERS

Why do you want to leave your current position?

Why would you want to leave an established career for an essentially entry-level position?

Your resume doesn't list any relevant job experience in the past few years. Why not?

STRESS QUESTIONS

Tell me about yourself.
What is your biggest weakness?
Tell me about a project in which you were disappointed with your personal performance.
What was your greatest challenge in your last job?
Tell me about the most difficult problem you've dealt with.
Describe a time when you failed to resolve a conflict.
Tell me about the last time you handled criticism of your work.
What aspects of your work are most often criticized?
Give an example of how you've handled rejection.
What might your current boss want to change about your work habits?
Tell me about a situation that frustrated you at work.
Tell me about one of your projects that failed.
Tell me about a time when your employer wasn't happy with your performance.
Have you ever been fired?
Why have you changed jobs so frequently?
Why did you stay in your job so long?
Who's the toughest employer you've ever had, and why?
Have you ever had to work with a manager who was unfair to you?
How do handle tension with your boss?
What is your current salary?
What are your salary requirements?
Does the frequent travel required for this work fit into your lifestyle?
Would you be able to work extended hours as necessary to perform the job?
Why should I hire you?
Prove me that your interest is sincere.
You have 5 minutes to convince me why you're the best candidate for this position. Go.

APPLICANT QUESTIONS

What are the company's most immediate strategic and operational priorities?
What changes do you foresee happening to the company (this department)?
What are some of the key challenges facing your business in the next six to 12 months?
What is the least satisfactory aspect of the company (job, unit)?
Can you clarify (expand on, discuss) the position responsibilities?
What key qualities do you feel are necessary for success in this position?
What would you specifically expect me to accomplish in my first six to 12 months in the position?
What would be the specific criteria for measuring the success of my accomplishments in this position?
What are your expectations for growth in the coming year?
What are your sales targets?
How much are you hoping to increase production?
How many staff members will I have? What are their strengths and development needs?
Tell me about the budget for this job. Are there any limitations on how I could use that budget?
What level of interaction would I have with the CEO or other top executives?

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How would you describe the company culture?

What do you think people like best about working for your organization?

How long have you been with the company? Why did you join the organisation? What keeps you here?

What would the background of your ideal candidate for this job be?

What kind of person thrives at the company?

Where do we go from here?

When can I expect to hear from you?