

Strategic Interview Questions

Sample Questions To Ask Candidates

Career-oriented interview questions

1. What are your short- and long-term career goals?
2. How do you seek out opportunities for professional development, and what specific skills are you focusing on improving right now?
3. What is the professional achievement you're most proud of, and what did the experience teach you about your abilities?
4. What motivates you to pursue this role, and how does it fit into your overall career plan?
5. What key milestones or achievements do you hope to accomplish in your career over the next five years, and how does this role align with those goals?
6. What skills or experiences are you hoping to gain from this role to help you in your broader career aspirations?
7. What innovations are likely to transform the industry in the next five years?

Behavioral interview questions

8. What type of organizational culture helps you do your best work, and why?
9. How do you motivate yourself and stay productive in the face of difficult challenges?
10. Tell me about a change you proposed and how it impacted your workplace.
11. Tell me about a time when you had to use an unorthodox approach to solve a problem.
12. How do you stay informed about industry news and trends?
13. Describe a time when you made a serious mistake at work and how you handled it.
14. How do you handle criticism?
15. How would you describe your learning process?
16. Describe a time when you were involved in a workplace conflict and how you handled the experience.
17. What is your general rule for handling competing tasks?
18. How do you motivate and support the people you lead?
19. Describe a situation where you worked with people from diverse cultures or backgrounds.
20. Describe a time when you had to make a difficult decision.

21. Tell me about a time when you set a goal and achieved it.
22. Can you describe a situation where you failed to meet a goal? How did you reflect on the experience, and what changes did you make afterward?
23. Tell me about a time when you had to learn something new quickly to meet a deadline. How did you manage it, and what was the result?
24. How do you build and maintain strong relationships with colleagues or clients, especially when faced with disagreements or conflicting priorities?
25. How do you handle feedback from both peers and supervisors, and how have you used it to improve your performance?

Situational interview questions

26. What would you do if a project you've been working on for a long time suddenly hits a major obstacle that affects its progress?
27. What steps do you take to prepare and deliver a persuasive pitch to management, and how do you handle potential objections or pushback?
28. When working on a complex project, how would you explain technical topics to people unfamiliar with the topic?
29. How do you handle ambiguity and uncertainty in your work?
30. How would you respond if you were expected to deliver quick results, but believed the proposed approach could create long-term problems for the business?
31. What would you do if you found out a colleague was routinely violating company policies?
32. How would you approach a situation where two business priorities compete for the same limited resources?