

Sample Traditional Interview Questions

- How did you learn about this opportunity?
- What attracted you to this opportunity? Why interested?
- Are you familiar with St. Norbert College, research done?
- As you consider a change, what would your ideal position look like?
- What do you enjoy most about your current position? Tasks and responsibilities not as rewarding?
- Tell me about a significant job success? Why was this important to the organization/institution?
- Give me an example of an idea or improvement that you “brought to the table”?
- How would you describe yourself?
- Why are you looking to make a change? Interviewing with other companies? If yes, where in process?
- What are your long range and short range goals and objectives?
- What specific goals other than those related to your occupation, have you established for yourself for the next ten years?
- What do you see yourself doing five years from now? Ten years from now?
- What are your long range career objectives?
- How do you plan to achieve your career goals?
- What are the most important rewards you expect in your career?
- Why did you choose this career?
- Can you explain this gap in your employment history?
- How well do you work with people? Do you prefer working alone or in teams?
- How would you evaluate your ability to deal with conflict?
- Have you ever had difficulty with a supervisor? How did you resolve the conflict?
- What's more important to you -- the work itself or how much you're paid for doing it?
- What do you consider to be your greatest strengths and weaknesses?
- How would a good friend describe you?
- Describe the best job you've ever had.
- Describe the best supervisor you've ever had.
- What would your last boss say about your work performance?
- What motivates you to go the extra mile on a project or job?
- Why should we hire you?
- What makes you qualified for this position?
- What qualifications do you have that make you successful in this career?
- How do you determine or evaluate success?
- What do you think it takes to be successful in a college like ours?
- In what ways do you think you can make a contribution to SNC?
- What qualities should a successful manager possess?
- Do you consider yourself a leader?
- What are the attributes of a good leader?
- Describe the workload in your current (or most recent) job.
- Which is more important: creativity or efficiency? Why?
- Describe the relationship that should exist between the supervisor and those reporting to him or her?
- What two or three accomplishments have given you the most satisfaction? Why?
- Describe the most rewarding experience of your career thus far.
- If you were hiring a job-seeker for this position, what qualities would you look for?
- Do you have plans for continued study? An advanced degree?
- In what kind of work environment are you most comfortable?
- How do you work under pressure?
- Are you good at delegating tasks?

- What's one of the hardest decisions you've ever had to make?
- How well do you adapt to new situations?
- Why did you decide to seek a position at SNC?
- What can you tell us about SNC?
- What two or three things are most important to you in your job?
- Are you seeking employment in a company/institution of a certain size? Why?
- What are your expectations regarding promotions and salary increases?
- What criteria are you using to evaluate the company/institution for which you hope to work?
- Are you willing to travel for the job?
- Why do you think you might like to live in the community in which our college is located?
- What major problem have you encountered and how did you deal with it?
- What have you learned from your mistakes?
- What have you accomplished that shows your initiative and willingness to work?