

Sample Behavioral Interview Questions with Follow-Up Questions

For Management Positions

1. Give me an example of a time when you tried to accomplish something you and it failed or didn't go as planned.
 - a) What challenges did you come across?
 - b) What was the outcome?
 - c) How did you feel about the outcome?
 - d) What did you learn from the experience?
 - e) Would you do anything differently in the future if this were to happen again?

2. Describe a time when you needed to discipline an employee who reported directly to you.
 - a) What happened?
 - b) What was the outcome?
 - c) How did you feel about the outcome?
 - d) Did you come across any unexpected challenges?
 - e) Would you do anything differently in the future?

3. Describe the most difficult employee relations situation you have had to handle.
 - a) What was the situation?
 - b) What did you do to try to resolve it?
 - c) Why did you choose that way?
 - d) Did you come across any challenges?
 - e) Were you happy with the outcome? Why or why not?

4. Tell me about a situation you wish you handled differently because of the outcome.
 - a) What were the circumstances?
 - b) What was the outcome?
 - c) How do you feel about the outcome?
 - d) What did you learn from the experience?
 - e) What would you change (or will you change) when faced with a similar situation?

Non-Management Positions

1. Tell me about a time when you were extremely upset with a coworker or your manager.
 - a) What happened?
 - b) What was the outcome?
 - c) How did you feel about the outcome?
 - d) What did you learn from the experience?
 - e) Would you do anything differently to prevent this from happening in the future?

2. Have you ever been accused of something at work that you didn't do?
 - a) What was it?
 - b) How did you handle it?
 - c) What was the outcome?
 - d) How did you feel about the outcome?
 - e) What did you learn from the experience?
 - f) Would you do anything differently in the future if this were to happen again?

3. Tell me about an ethical situation you have encountered at work.
 - a) What challenges did you come across?
 - b) What was the outcome?
 - c) How did you feel about the outcome?
 - d) What did you learn from the experience?
 - e) Would you do anything differently in the future if this were to happen again?

4. Tell me about a situation you wish that you handled differently based on the outcome.
 - a) What happened?
 - b) What was the outcome?
 - c) How did you feel about the outcome?
 - d) What did you learn from the experience?
 - e) What would you change (or will you change) when faced with a similar situation?

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