

Possible Interview Questions and Prompts

Career Services SML



Personal Questions

- Tell us more about yourself in three to five minutes.
- Please present your CV to us from your perspective.
- Tell us more about yourself, but please focus on what we do not see in your CV.
- How would others describe you?
- What do you do to motivate yourself?
- What do you like to do in your spare time?
- What do you do for fun and to relax?
- What are the things you are most afraid of?

Your Qualifications, Strengths, and Weaknesses

- Tell me: Why are you the right person for this job?
- What can you do better than other applicants?
- If you and another applicant are left in the end, why should we hire you of all people?
- How does this job fit in with your previous endeavors?
- Is there a man or woman in your professional life who has changed you?
- What qualifications do you consider especially important for this job?
- Do you have any experience doing project work?
- What would you do differently in your career if you had the chance?
- What would your last employer say about you?
- If we asked your former employer what further training you still need – what do you think would be the answer?
- How would your best friend describe you?
- What are your strengths?
- What weaknesses do you have?
- What does success mean to you?
- What has been the best decision of your life so far?
- Is there anything in your life of which you are particularly proud?
- What do you do to recover after a failure?
- Who has had a decisive influence on you in your life?
- Do you have any big dreams?
- How would you describe your work style?
- What software skills do you have?
- How would you describe your foreign language skills?

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- Briefly describe your professional career so far.
- What experience do you have that is relevant to this job?
- What were your responsibilities in your last job?
- What skills were you able to acquire or further develop in your last job?
- What qualifications have you been able to gain from your previous internships, extracurricular activities, etc.?
- Tell me something you think I should know about you.
- What has been your greatest success outside your professional career?

Educational Background

- Do your grades reflect your actual performance?
- How did you benefit from your time studying abroad?
- Why did you decide to enroll in that study program?
- If you had had to study something else, what would it have been?
- Tell us more about your extracurricular activities.

The Company; Your Motivation and Expectations

- Why did you apply to us of all companies?
- What can you say about our products?
- What do you find particularly interesting about our industry?
- What do you know about our competitors?
- What distinguishes us from our competitors?
- What do you know about our company and its history?
- What do you know about our corporate culture?
- What are your goals for this internship / job?
- Why do you want this job?
- Was there a key event that influenced your professional orientation?
- What would be the ideal company for you?
- How would you describe the ideal employer / line manager?
- What do you think would be a typical day in this job?
- What would you expect from us in the first three weeks / three months?
- What do you think would be a useful induction process for this job?
- Why do you want to work in this field?
- What is your professional goal?
- Where would you like to be careerwise in five years?
- What would you like to have achieved in one / five / 10 years?
- What does having a career mean to you?
- What are your career goals?
- What do you think about your last internship / your last employer?
- How would you measure your accomplishments?
- What did you like about your last internship / job? What did you not like so much?

Possible Interview Questions and Prompts

Your Ability to Handle Conflict, Willingness to Take Risks, and Leadership Skills

- What was the most difficult decision you had to make in the past two years? How did you deal with it?
- How do you deal with difficult colleagues at work?
- What irritates you most about others, and how do you deal with it?
- Tell me about a time when you had to criticize a colleague or a fellow student. How did you do it?
- When did you last take a risk?
- How do you react when a team project you are involved in experiences difficulties?
- Have you ever been able to demonstrate leadership?
- What do you do when you feel that your employer treats you unfairly?
- What would you do if I were your employer and asked you to do something you could not stand behind?
- What would you do if a colleague was promoted to a position for which, in your opinion, you would be better suited?
- How do you deal with negative criticism?
- How do you react to unjustified criticism?
- What do you consider excellent teamwork?
- What system do you use to set priorities?
- How do you make decisions?
- How do you gain the respect of your colleagues?
- Are you applying for any other jobs?
- What are your salary expectations?
- How do you justify the above-average salary you are asking?
- What other questions would you ask if you were in my position?
- If you had to interview someone for this job, what exactly would you look for?
- Do you have any questions for us?

Irregularities in Your CV

- Why did you drop out of school / university?
- Why did you change jobs so frequently?
- Can you explain why there is a gap in your CV?
- Why is the final grade of your Bachelor's program so low?

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Unusual Questions

- If you could be a superhero: Which one would you be?
- What is your favorite color?
- How many Smarties can fit in a Smart?
- Would you explain Facebook to your grandmother?

Unacceptable Questions

- Are you planning to start a family soon?
- How would you combine parenthood with your job?
- Are you pregnant?
- Do you have any chronic illnesses?
- Do you have any debts?