

## Career Resources

### *Questions employers ask*

#### **At a job interview employers are trying to find out:**

why you want to work for the organisation  
what you have to offer  
if you will fit into the organisation.

Most interviews have a lead-in time of introductions and settling in, questions from the interviewer/panel, and then a chance for the interviewee to ask questions.

Below is a list of the types of questions you may be asked at an interview. Read through the questions and think about what your response to them would be.

#### **Why do you want to work for this organisation?**

What made you apply for this particular job?  
How did you hear about this organisation?  
Tell me what makes you the right sort of person to work for this company.  
What do you know about us as an organisation?  
What do you imagine a \_\_\_\_\_ does?  
What do you see as the major issues facing our company?  
What challenges are you looking for in this position?  
What do you think you will find most difficult about being a \_\_\_\_\_?  
How would you deal with this difficulty?  
Where do you see yourself in five years time?  
How would you see Treaty issues as being important within our work?

#### **Behavioral/situational questions**

Tell me about a time when you have experienced failure, what did you learn?  
How do you think that you have changed personally since you started university/work?  
If people were talking about you, what weaknesses would they say you have?  
What self-improvement learning do you do?  
How do you react under pressure?  
How do you deal with conflict?  
Give me an example of your problem-solving style.  
How do you deal with disappointment?  
What are the accomplishments/achievements that have given you the most satisfaction?  
What have you gained through these activities and what have you contributed?

Give me an example of how you have provided good customer service.  
Tell us of a time when you believe your communications skills were particularly good.  
What is a goal that you have set and how did you go about achieving that goal?  
What idea have you developed and implemented that was particularly creative or innovative?  
Tell me about a time when you were part of a group or a team.  
Tell me about a time when you took a leadership role within a group.

## **Who are you? Tell us about yourself.**

Outline your personal goals for this year.  
What are your career goals?  
What experience have you had working with people from other cultures?  
What are your hobbies?  
How would your friends describe you?  
Why did you choose your particular course?  
Why did you choose to go to university/polytech?  
Why did you change study/work direction three years ago?  
What do you do for fun?  
What current issues do you feel strongly about?  
If you were to be reincarnated what would you like to return as?  
If you could choose what era would you like to be born into?  
What else should we know about you?

## **Remember**

Don't worry about what's the "right answer" to a question. Instead, think about how you can use this question to show your suitability for the job.  
Focus on your accomplishments and skills, and give specific examples.  
Point out your skills by telling the interviewer what other people think of you. For example, "My supervisors have told me that I am very good at..."  
Be diplomatic and discreet. Don't badmouth anybody.  
Sometimes the questions asked are directly related to specific events that have happened in an organisation. It is ok to check what it is that they want you to talk about. You might say something like: "It sounds like you would like me to talk about \_\_\_\_\_, is that right?"  
Recognise that an interview is communication between two or more people. Each person needs to participate fully and take some responsibility for the communication to be effective. Work to develop rapport with the interviewer.