

# Behavioral-Based Interview Questions



## Tips to Prepare for the Interview

### What are they?

- Questions designed to see if you have the skills needed for the job.
- Themes typically include teamwork, leadership, problem solving, conflict resolution, failure, time management, customer service, etc.

### How can I recognize them?

- Typically begin with “Tell me about a time when...” or “Give me an example of...”

### Why are they asked?

- Your previous behavior tends to predict how you will respond to similar situations in the future.
- The interviewer(s) wants to know each candidate’s skill level in a specific capacity.

### How can I prepare for them?

- Look at the job description. Note any aspects of the job that fall into the themes above.
- Reflect on your experiences (in school, at work, in campus organizations, etc.). Do you have experience related to any of those themes?

## Top 10 Behavioral-Based Interview Questions

### Team Player

- Tell me about a team project on which you worked.
- Describe a project that required input from people at different levels within the organization.

### Leadership

- Tell me about a time when you demonstrated leadership skills.
- Tell me about a time when you took the lead on a difficult project.

### Conflict

- Tell me about a situation in which you worked with a difficult individual on a team project.
- Tell me about a time when you experienced a conflict at work.

### Problem Solving

- Tell me about a situation in which you solved a difficult problem.
- What’s the most innovative idea you have implemented?

### Failure

- What was your biggest mistake, and what did you learn from it?
- Tell me about a decision that you regret.

## STAR Technique to Answer Behavioral-Based Interview Questions

<b>S</b> <b>T</b> <b>A</b> <b>R</b>	<b>SITUATION</b>	Detail in the background. Provide a context. Where? When?
	<b>TASK</b>	Describe the challenge and expectations. What needed to be done? Why?
	<b>ACTION</b>	Specify the action taken. What did you do? How? What tools did you use?
	<b>RESULTS</b>	Explain and quantify the results: accomplishments, recognition, savings, etc.

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