

# 50 Top Interview Questions Employers Ask

Including feedback from over 100 employers who actively recruit and hire Vandals

## Top Questions You *Must* Prepare For



Tell us about yourself.

- Why should we hire you?
- What accomplishment are you most proud of?
- Why do you want to work in this field?
- Describe a time you disagreed with a teammate or supervisor. ✦
- What are your strengths?
- What are your goals?
- Why do you want this job?
- What are your interests?
- Why did you choose your major?
- Tell us about a time you failed. ✦
- What is a weakness of yours?
- Do you have any questions for us?

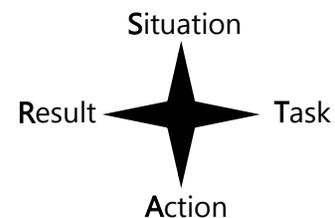
## Idaho Career Fair Employer Favorites

- What specific skill set do you bring to this job? ✦
- How do you deal with stressful situations? ✦
- What kind of culture are you looking for in a company?
- What type of people annoy you?
- Tell us about a product you think is well-designed. How would you improve it? ✦
- Describe a time when you stepped out of your comfort zone. ✦
- Tell us about a time you planned and accomplished a challenging goal. ✦
- Describe a time where you had to learn a new skill. ✦
- When have you had many tasks to accomplish and a short amount of time to accomplish them? ✦
- Do you value creativity or efficiency more?
- How do you set priorities or manage time? ✦
- Do you prefer to work alone or on a team?

### **STAR Method**

Employers believe that past actions predict future behavior. To answer behavioral questions, follow the

#### **STAR Method:**



✦ = Behavioral Question/STAR Method

## The Best of the Rest

- You have 1,000 unread emails in your inbox; whom do you respond to first?
- Describe a time you made a successful sale. ✦
- In what ways do you think you can make the greatest contributions to our team?
- What have you done over the past year for professional development?
- What do you bring to our organization that other candidates do not? ✦
- What are you passionate about?
- How do you stay on top of current knowledge in your field?
- What makes an effective team? ✦
- What are you currently reading/researching/working on?
- What can you contribute/bring to our organization?
- What motivates you?
- What are your hobbies?
- How would previous supervisors describe your work ethic?
- What will you do if you don't get this job/into this program?
- How do you define success?
- Describe a time you have demonstrated leadership. ✦
- Are you applying for other positions/programs?
- What questions have we not asked that you wish we would have?
- Are you willing to work extra hours? Nights? Weekends? Holidays? Travel for the job?
- What would you do if you caught your boss doing something unethical or illegal?
- How many basketballs would fit in this room/why are pizzas round? (curveball questions)
- Describe a time in which you went above and beyond. ✦
- Who has been your favorite boss/coworker?
- Who has been your least favorite boss/coworker?
- Do you view yourself as overqualified for this position/program?

### **Gather Your Stories**

Don't just *tell* an employer that you have a skill or experience; *show* them by providing a specific example or story from the past.

### **Brainstorm**

What are some of your best professional moments and achievements?  
What skills did you use to accomplish them?

To learn more about the STAR Method, prepare for an interview, schedule a practice interview, or book a quiet space for a video conference/phone interview, contact University of Idaho Career Services at [careerservices@uidaho.edu](mailto:careerservices@uidaho.edu) or (208) 885-6121.