Challenging Interview Questions


1. Describe the most challenging personality conflict you experienced and how you reacted to it?

2. Tell me about a time you were part of a team and how you played a role in the work assigned to the team?

3. Explain the circumstances how you dealt with a bad boss.

4. How do you resolve customer conflict when it is your fault?

5. Without naming him/her, describe your worst boss? And tell me the most important thing you learned from that person.

6. Describe your greatest success at work.

7. What would you put on a personal balance sheet? List for me your four greatest assets and your four worst liabilities.

8. How would your boss at xyz company answer that same question?

9. If you were granted a do-over, what would you change?

10. Describe in detail your ideal job, if you could design it.

11.What do you like best / least about a past employer?

12. In the recent downsizing 20% were laid-off; why weren't you retained as part of the 80% that remained?

13. If you could return right now, as if nothing ever happened, would you? Why or why not?

14. How would you rank your employer amongst the competition?

15. Tell me about a time when you made a major mistake at work – and the consequences.

16. How do you envision the development of your career over the next several years?

17. If you knew a co-worker was lying to management, how would you handle it?

18. What is the single biggest obstacle that you personally face in advancing your career?

19. Tell me about a time when your work was most fun / enjoyable?

20. Describe the very last job in your career – your long term goal.

21. When you are asked to speak before a group, how do you respond outwardly? And inwardly?

22. What qualities do (would) you tend to look for in hiring people?

23. How closely or loosely do you like to be managed / supervised?

24. As a supervisor of people, describe your management style with an example of a successful interaction?

25. How do you work with an under-performer?

26. What one question, about one area of your background, are you hoping I don't ask you?