

TYPES OF INTERVIEW QUESTIONS

Type	Example	Application
Behavioral	Tell me about a time when you faced a certain challenge and what you did to overcome it.	To evaluate how you have previously performed in a similar job.
Situational	A fellow employee has told you that another worker lying to the boss. So what would you do?	To evaluate how a you might approach a situation where you have little experience.
Self-Evaluation	What do you believe are your greatest strengths / most significant weaknesses?	To explore your alignment with the organization’s values, styles and attitudes.
Simulation	In two minutes, identify all the spelling or punctuation errors in this document.	To validate specific skills shared on a resume or in an interview.

Despite long-standing debates about which style of interviewing is more effective (most notably, behavioral vs situational), all have their strengths. While behavioral interviewing has been most popular, there is a widely held belief that situational questions will become increasingly useful in responding to a few definitive workplace trends:

1. The influx of Generation Y individuals entering the workforce with little work experience.
2. The long-term decline in the numbers of skilled workers as Baby Boomers retire.
3. The job market in which downsizing or job elimination forces job seekers to change careers/work in different fields.
4. The need for employers to better assess character and integrity in the current business environment.

**In actual practice among experienced interviewers, they naturally combine multiple types and styles of questions during an interview, helping to improve the quality of hiring decisions.*