



WHAT THE BEST COMPANIES DO

Sample Behavioral Questions

1. Discuss a recent time when you noticed a problem and took proactive action to resolve the problem.
2. Describe a time when you researched and found an answer to a difficult situation or problem on your own.
3. Give me an example of a process improvement you have done to make your job easier or more productive.
4. It can be very difficult to solve a problem when you are under tight time constraints. Tell me about the most challenging time that you needed to solve a problem quickly. Describe the situation and your approach in detail.
5. Sales prospects that have done their homework often prepare very challenging questions. Tell me about the prospect that asked you the most difficult questions. How did you respond to the questions? What was the outcome of the sales situation?
6. Describe how you earned the trust of a particular customer to make a sale. What steps did you take to gain their trust and to ensure that they would continue to trust you?
7. Tell me about a time when you developed a direct report to become of greater value to the company. How did you accomplish this?
8. Tell me about the most successful project you have ever managed. Describe your approach and actions in detail.
9. Tell me about a time when the team you managed was experiencing an unusually high volume of work? What were your actions and what were the results?
10. Tell me about the most difficult presentation that you ever had to deliver. Describe the factors that made it difficult, your approach, and the impact of the communication.