Behavioral Based Interviewing Questions

• Tell me about yourself. Walk me through your resume.
• In your own words, describe the mission of our organization.
• Why do you want to work for our organization?
• Why do you want to work for our organization as opposed to another organization?
• In your own words, describe what an analyst/consultant/etc. does.
• Based on your research, what are the current strengths and weaknesses of our organization?
• What piece on our website did you find striking, and why? What press on our organization did you find striking and why?
• Why did you decide to pursue an MPA at Cornell, and what is the value that the degree will bring?
• Why did you choose the concentration you did?
• How does your professional experience apply to the work at our organization?
• What has been your most rewarding experience or accomplishment?
• What courses did you like best? Least?
• Tell me about the student activities you were involved with, and how they apply to this job.
• Tell me about an experience in which you had to make a difficult decision.
• Tell me about your last experience working in a team.
• What is your greatest strength? Weakness?
• What was your greatest failure and how did you learn from it?
• Give me an example of a project you've worked on that has required heavy analytical thinking.
• What is your leadership or management style?
• Are you a team player?
• Give me an example from your work or educational experience where you handled confidential or time-sensitive information.
• Give me an example from your work or education experience where you practiced diplomacy skills.
• Where do you see yourself five or ten years from now?
• Why did you make your last move?
• What has been your more significant work accomplishment?
• What did you like least about your last job?
• What makes you think that you have the analytical skills necessary to succeed?
• Do you have any questions for me?