

Sample Behaviour and Situational Questions

What do you know about this company?

- It is important to do research about the company before going in for your interview. Make sure to review the company mission statement, values, products/services offered. Employers are looking for a student to show they've done some deeper research and can speak passionately about why they are interested in working for the company; what potential challenges they are looking forward to help solve; how their strengths and interests align with what the company does.

What are some of your greatest strengths?

- Analyze the job description and select the skills that are most important in the job posting. Hint – if a word appears more than once or a few times, it is likely more important. From here think of the top 3 skills that you offer that are listed on the job posting.
- Pick one or a few (depending on the question) specific qualities that are relevant to this position and illustrate them with examples. Stories are always more memorable than generalizations.

What are your weaknesses?

- Take some time to reflect on your past experiences and decide upon a skill which you need some improvement on. Try to choose a hard skill as you will be able to explain how you can learn that skill and improve your weakness. Avoid choosing a skill that is an important requirement of the job. When describing your weakness, make sure to explain the efforts you are making to overcome it.

Tell me about a time you resolved conflict at school/work?

- Take some time to reflect on a difficult project you completed in a team, an unpleasant situation with a coworker, or a time you had a conflict with a friend. Which factors contributed to the conflict? This is usually a mix of different factors that could include absence of mutual goals and lack of communication. Explain why you think things were objectively difficult and mention steps you took to prevent or mitigate the conflict.

How do you juggle multiple priorities?

- Employers typically ask this question or variations of this question to gauge your ability to adapt to difficult situations effectively and your time management skills. As a student, you have probably been in this kind of situation before. Provide a real example of a time at school or work (or both) where you had multiple priorities and highlight your ability to manage these kinds of situation well.

What is a professional/academic achievement you are most proud of?

- Think back to a time you excelled at something in school, at work, or while participating in an extra-curricular activity. Talk about actions that you took to achieve a goal or initiatives that you implemented to meet a target. It could also help to tie this back to skills required in the job posting to show that you are a good fit for the job.