General Experienced Candidate Interview Questions

• Please begin by summarizing your educational experience and background as it relates to the position.
• What do you know about our company, and why do you want to work for us?
• Describe the ideal position for you.
• What unique qualities or abilities would you bring to this position?
• Aren’t you overqualified for this position?
• Of what work or professional accomplishments are you most proud?
• How have your past job experiences prepared you, directly or indirectly, for this position?
• Describe yourself in one word?
• What are your major strengths? What are your major weaknesses?
• If there was one area you have always wanted to improve upon, what would it be?
• How long do you plan to stay at our company?
• What specific goals have you established for your career?
• What are your short and long term career goals?
• Why did you choose Embry-Riddle Aeronautical University?
• Why did you choose your course of study?
• Why did you get into this line of work?
• How much time do you devote to maintaining a current knowledge of your profession, and how do you spend that time?
• What have you done in the past 5 years for self-improvement in your profession?
• How do you react to criticism?
• Describe the work environment or culture and the management style in which you have experienced the most success.
• Describe a time you failed on the job. How did you handle that failure and what did you learn from the experience?
• What type of management style do you have?
• What type of performance problems have you encountered in people who report to you, and how did you motivate them to improve?
• How do you decide which tasks take priority when organizing a complete project?
• Describe a time when you worked on a team project. What was your relative position on the team? Were you satisfied with your contribution? How could it have been better?
• As a professional, how would your peers describe you?
• Have you ever mentored someone? What was the result of your mentoring of that individual?
• From a technical or professional standpoint, what is the most difficult problem you have solved? How did you solve it? What was the outcome?
• Describe an unpleasant, stressful on-the-job situation in the past, and tell me how you handled it.
• Can you work under pressure? Give an example.
• Tell me about the worst boss you ever had.
• What is your leadership/management philosophy?
• What changes would you make if you came on board?
• What methods do you use to make decisions?
• What salary are you expecting?
• Is there anything that you want to say that could help us decide that you are the candidate for the position?
• What else should I know about you before making a decision?
• Why should I NOT hire you?
• Are there any questions that we did not ask you that you would like to answer for us?
• Do you have you any questions for us?