

Examples of Behavioral Interview Questions

Behavioral questions are designed to learn about a job candidate's past experiences. These questions may expose actual performance and behaviors in different job environments, and be a predictor of future behaviors. Behavioral questions also allow applicants with a diverse background to connect their experiences, skills, perceptions, and knowledge to specific work situations.

Relate questions to competencies and capabilities needed for the position. Pay attention to the candidate's actions and outcomes in each scenario. Below are examples of behavioral interview questions. Ask follow-up questions points of clarification, as needed.

- 1) Describe an experience in which you collaborated with individuals while in a diverse, multicultural, and inclusive setting? Did you encounter any challenges?
- 2) What opportunities have you taken to improve the learning environment for historically marginalized students?
- 3) Give an example of how you think about your audience before communicating with them. What factors influence your communications?
- 4) Tell us about a time when you had to work with someone who had a personality that you found difficult to work with?
- 5) Describe a situation in which you encountered a conflict with someone at work. How did you handle the situation?
- 6) Can you tell me of a time when you changed a process or procedure to make your department or organization more effective?
- 7) Tell me about a difficult decision you had to make under the pressure of an unexpected deadline. What was the situation? Why was it difficult? What was the decision? What was the outcome?
- 8) Tell me about a time when you had to assemble a team for a project. How did you go about doing this and why did you choose these individuals?

Resources:

Interview Questions Regarding Diversity. [Measuring Cultural Key Competencies during the Interview Process](#). Portland State University.

FAS Staff Hiring Toolkit: A Guide for Department Administrators and Hiring Managers. [Behavioral Interviewing](#). September 2013. Harvard University