



100 possible job interview questions

Personal Matter, Self-Presentation

1. Please tell us more about you within 3/5 minutes?
2. Please tell us more about yourself that we didn't read in your CV already.
3. Imagine you bump into a stranger at the train station and he/she asks you who you are. What would you tell him/her?
4. What do you like to do in your spare time?
5. How would other people describe you?
6. How do you motivate yourself?
7. How and when do you relax?
8. What is it that you're most afraid of?
9. Who influenced you most in your life?
10. Was there ever a person in your career who changed you?
11. What are your life's big dreams?
12. What irritates you about other people and how do you cope with that?
13. Which newspapers and magazines do you read?
14. If you could choose, what would you change about your past path?

Qualifications, Strengths and Weaknesses

15. Why are you the right person for this position?
16. What are you better in than other candidates?
17. If there's only you and another candidate left in the end: why should we hire you?
18. How does this vacancy match your experiences to date?
19. Which qualifications do you think are the most important for this position?
20. Have you gathered experiences in project work so far?
21. What are your three top strengths?
22. What are your three biggest weaknesses?
23. What would your last boss say about you?
24. If I would ask your last manager about which further educations might be important for you: what would he say?
25. How would your best friend describe you?
26. How would you describe your working style?
27. What software skills you you have?

28. How would you assess your language skills?
29. Please describe your practical experience to date.
30. Which experiences that are relevant for this position would you want to highlight?
31. What tasks did you cover in this position?
32. Which skills did you acquire or deepen in this position?
33. What qualifications did you acquire from your past internships, extracurricular activities and so on?
34. Tell me something about yourself that I should know for sure, in your opinion.
35. What is the biggest success that you achieved outside of your practical experience?

Education and Studies

36. Please describe your educational background shortly.
37. Why did you choose this major?
38. Why did you choose this university?
39. What topic was of particular interest to you during your studies?
40. What qualifications have you gained during your studies that are relevant for occupational purposes?
41. In which area would you want to have a further education?
42. If you'd have had to choose another major – what would you have chosen?
43. Tell us more about your extracurricular activities.

Motivation and Expectations

44. Why have you applied to us in particular?
45. What are your objectives with this internship/job?
46. Why do you want this job?
47. How do you imagine a typical day of work to look like in this job?
48. What do you expect in the first 3 weeks/3 months?
49. What do you think is a good introduction?
50. Why do you want to work in this field of activity?
51. What career objective do you pursue?
52. What will you have achieved in 1/5/10 years?
53. What does career mean to you?
54. What are your career goals?
55. What do you think about your last internship / your last supervisor?
56. When can we expect your first valuable contribution in work?
57. What does an ideal employer look like to you?
58. How would you describe an ideal supervisor?
59. How would you measure your own performance?
60. What did you like about your last internship/job; what did you not like?

Firm, Industry and Market Knowledge

61. What do you know about our firm?
62. What company sections do we have?
63. What services/products do we offer?
64. What are the outstanding characteristics of our product?
65. Who is the typical client regarding our product?
66. Who are the direct competitors in our industry?
67. What are the current developments in our industry?
68. What are the challenges in our industry?
69. If you were CEO in our firm – what would be the next three steps that you implement?
70. How did the market for our product change recently?
71. What relevant people do you know from the industry?

Soft Skills and Problem Solving Skills

72. What is the biggest challenge that you had to cope with recently?
73. Was there a task that you couldn't solve and how did you cope with that?
74. What was your biggest failure so far and how did you cope with that?
75. What frustrates you at work and how do you cope with that?
76. What was the hardest decision for you to take in the past two years? How did you handle that?
77. How do you handle difficult colleagues?
78. Tell me about a situation where you had to criticize a colleague/peer student. How did you do that?
79. What was the last time when you risked something?
80. How do you cope with an unsatisfying group work?
81. Have you ever showed leadership skills?
82. Which own ideas and improvement suggestions have you made in your former positions and were they implemented?
83. What was your biggest mistake and what did you learn from that?
84. Have you ever performed below average and why?
85. When and why were you criticized last and how did you cope with that?
86. What would you do if your supervisor or a colleague would demand too much from you during your internship?
87. Tell me about a situation where you convinced others in a team/project. How did you manage to persuade them of your opinion?
88. Can you tell me about a conflict situation and how you behaved?
89. Can you tell me some examples of ideas that you realized so far?
90. How do you cope with criticism?
91. How do you react to unjustified criticism?
92. What is good teamwork to you?
93. Based on what scheme do you prioritize?
94. How do you make decisions?
95. How do you make sure to obtain your colleagues' respect?

Other

96. What is your salary expectation?

97. Where else have you applied to?

98. Do you have questions to us?

99. What other questions would you ask additionally if you were in my position?

100. If you would interview somebody for this position, what would you specifically pay attention to?