

# 50 Powerful Interview Questions and Tips



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## Behavioral or Situational

Behavioral questions show a candidate's aptitude and approach to a task, based on past experience.

They are useful for revealing soft skills like trustworthiness, attitude, and work ethic.

The purpose is to objectively measure past behaviors as a potential predictor of future results.

- ***“What were the steps you followed to deliver that result?”***
- ***“Can you give me a specific example of how you did(would) that?”***



## Competency or Skill-based

Skill-based questions are directly related to experience with tools, technologies, practical knowledge, and industry standards

The main principle behind a skill-based interview is that a job candidate's past work behavior is an accurate way to predict how he or she will perform in future jobs.

Interviewers look for specific examples in the candidate's work history to see if he or she actually has the necessary skill sets required for success in the position.

- ***“Can you give me a specific example of your leadership skills?”***
- ***“Explain a way in which you sought a creative solution to a recent problem you needed to solve.”***



## Opinion-based

The purpose is to subjectively analyze how you would respond in a series of scenarios.

- ***“What is your greatest weakness?”***
- ***“What do you think are the most important aspects of communication?”***



## Experience and credential verification

The purpose is to subjectively evaluate the experiences in your background also to objectively verify the credentials presented in your background.

- ***"What did you learn in that class?"***
- ***"How long were you at \_\_\_\_\_?"***
- ***"What were your responsibilities in that position?"***





# The **STAR** Method

By answering in STAR format, you are answering a behavioral question behaviorally. Instead of the interviewer having to pry the details out of you, the information will naturally flow for you.

**S** - situation

**T** - task

**A** - action you took

**R** - results achieved



# Successful Factors

## Top 10 Critical Success Factors

With all the different competencies being referenced, you may wonder what exactly the employer is seeking. List on the right is the top ten critical success factors that nearly every employer is seeking:

- 1 Positive attitude toward work
- 2 Proficiency in field of study
- 3 Communication skills (oral and written)
- 4 Interpersonal skills
- 5 Confidence
- 6 Critical thinking and problem-solving skills
- 7 Flexibility
- 8 Self-motivation
- 9 Leadership
- 10 Teamwork





# Successful Factors



## Back it up with specifics

One of the mistakes a candidate can make is to speak in generalities rather than specifics. It is not enough to say, "I'm a very goal-oriented person." You have to back it up with specifics.

*"I'm a very goal-oriented person.*

***Let me give you a specific example.***

*I regularly update a list of personal and business goals with specific time frames.*

*Since I started keeping this goal list three years ago, I've successfully reached or surpassed over 90 percent of these goals.*

*I'm confident that the other 10 percent are also within reach in the coming year.*

*May I show you my goal list?"*

# 1. Tell me about yourself.

자기 소개를 해주세요.

## Open-ended questions like "Tell me about yourself"

- are common at the beginning of interviews and allows the interviewer to hear a short version of your background and skills
- gives interviewers insight on what experience and qualifications are most relevant to the position you're interviewing for

## Tip:

- Start by discussing your current situation and mention key points of your professional journey.
- Connect your background, interests, qualifications back to the job.

## Sample Answer:

"I graduated with a Business degree in 2010 and was offered an account management position from a telecommunications company where I interned. I loved working with customers and managing and growing my accounts, but the industry was not appealing. After that, I stayed a full year and learned about building and managing accounts successfully, and I ended up becoming a top performer in my group before leaving. I left at the 1-year-mark to pursue a very similar position. Since then, I have been in this healthcare startup space for two years with this company, and I feel ready to take my career to the next level, so I am currently looking for a new opportunity."