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## Interviewing - Types of Questions Asked During an Interview

### Types of Questions

Here are some less commonly used, but still pretty mainstream, questions you may get asked. Your goal should be to be able to answer them quickly, right off the top of your head.

1. What do you like to do in your free time?
2. If you had a day with nothing planned, how would you spend it?
3. Describe your ideal work environment.
4. What three adjectives best describe you?
5. How would people who have worked for you describe you?
6. How would professional peers describe you?
7. What job in the past did you enjoy the most? Least?
8. What motivates you?
9. How long will you stay with us?
10. What's your definition of success?
11. What new technologies have you encountered that you were not comfortable with?

### Behavioral Questions

These are some of the favorite questions asked by the interviewer who prefers the behavioral style of interviewing. As often as possible, use the "Problem-Action-Result" format to tell your story.

1. Tell me about a difficult problem you solved.
2. Tell me how you handled a difficult employee or customer.
3. Describe a few situations in which your work was criticized.
4. Tell me about a time that you failed.
5. Describe a situation in which you disagreed with your boss.
6. Describe the most important project you've worked on.
7. Tell me about the toughest decision you had to make in the last year and why it was difficult.
8. What would be an example of something that was difficult for you to learn? Did you ever learn it? How?
9. Tell me about the biggest challenge you've ever faced and met.
10. Give examples of problems you solved with both internal and external customers and the results.
11. Give me an example of a project or work situation you encountered that was particularly rewarding for you.
12. Tell me about the most difficult team experience you've had. Why was it

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13. Have you ever had to fire an employee? If so, describe the situation and how you handled it. If not, tell me how you think you would handle it.

14. Tell me about a time when there were objections to your ideas. How did you handle the objections?

### Zinger Questions

These questions can be qualified as “out of left field, off the wall, and a little wacky.” But you’d be surprised how often interviewers ask them.

1. What historical figure would you like to have dinner with and why?
2. What’s the last book you read?
3. What’s the last movie you saw?
4. What’s the last thing that made you really mad?
5. Tell me about competitive sports you participated in as a kid.
6. What do you normally eat for breakfast?
7. If I gave you an elephant, what would you do with it?

### Questioning the Interviewer

Even if you don’t ask any questions during an interview, many employers will ask you if you have any. How you respond will affect their evaluation of you. Be prepared with insightful (not obvious) questions about the organization. Make a list.

Examples:

- What can you tell me about the culture and environment of your company?
- What is the management style?
- What obstacles does the organization anticipate in meeting its goals in the upcoming year? In the next five years?
- How have the organization’s goals changed over the past three to five years?
- What is a typical day like in this position?
- What resources are available from the company, and what must be found elsewhere to reach objectives?

Generally, it is not wise to ask about pay or benefits, because you may appear to be more interested in what the organization can do for you. It is also not a good idea to simply have no questions at all. Doing so makes you appear passive rather than curious and interested.

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