

Interview Questions

Questions to ask at interview:

- How would you describe the culture in the business?
- What attracted you to join the company?
- What do you like about working here?
- What are your growth plans over the next 3-5 years?
- What are the major opportunities for the business?
- Who are your major competitors?
- What is the vision for the company?
- Why is the post vacant?
- What will an average day involve for my role?
- What type of learning and development opportunities are available within the company?
- Do you operate an appraisal scheme?
- How does my experience match with what you are looking for?
- What will the next stage of the process be?
- When are you hoping to make a decision?

Questions you may be asked at interview:

- Why should we employ you for this role?
- When was your last appraisal, who was it with and what feedback did you receive?
- How do you organise yourself?
- Give me an example of a problem you have experienced at work and tell me what you learnt from it?
- Give me an example of where you have gone the extra mile in a work situation?
- Have you ever been given negative feedback and how did it make you feel? Did you change anything as a result of it?
- Talk us through a situation where you felt you had done a really good job? How did you know?
- What are your strengths and weaknesses?
- Please describe an achievement you have had in your working life and why are you proud of it?
- What motivates you to go to work everyday?
- What kind of decisions do you find difficult to make?
- Tell me when you last experienced pressure in your role?
- Why do you want to work for our organisation?
- What do you know about our organisation?
- What could you do for us that someone else can't?
- What is important to you in your next role?
- What do you think a (position being interviewed for) does?
- How would your previous boss describe you?
- How would your best friend describe you?

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