

Interpersonal Questions

Interpersonal questions are designed to probe a candidate's ability to work well with others.

- What are your strengths?
- What would your last boss say about you?
- Describe how you like to be managed and the best relationship you've had with a previous boss.
- If I asked your current co-workers about you, what would they say?
- Describe what you see as your strengths related to this position.

- Describe what you see as your weaknesses related to this position.
- Explain work ethic and describe yours.
- What kinds of people are most difficult for you when you must work together?

- Assume you are in a situation where you have to deal with a person very different from yourself and you are finding it difficult. What would you do?
- What methods do you use to make decisions?

- When do you find it most difficult to make a decision?
- Describe a difficult time you have had dealing with an employee, customer, or co-worker. Why was it difficult? How did you handle it? What was the outcome?
- How would your co-workers describe your work style or habits?
- What do you do when others resist or reject your ideas or actions?
- What do you think are the best and worst parts of working in a team environment? How do you handle it?
- Under what kinds of conditions do you learn best?
- How would your past employers describe your response to hectic or stressful situations?
- If I asked several of your co-workers about your greatest strength as a team member, what would they tell me?
- Which is more desirable to you: a business that is run in an efficient, business-like manner, or a business that is run in a personal and friendly way?

Few of these questions have a right or wrong answer. Instead, they are intended to probe the candidate's intellect and suitability for the position.

You should consider the position, your company's culture and your organizational structure when evaluating a candidate's answers. The applicant's reasoning and thought processes are often more important than the answer itself.

The questions in this section are not applicable to every situation. Select those that make sense for the specific position.