

4 types of interview questions.



Whether you're an experienced hiring manager or new to the interviewing process, we have developed a snapshot showcasing 4 types of interview questions with some great examples of insightful questions you can ask.

There are four types of questions we explore: **behavioral**, **skill-based**, **cultural** and **situational** questions....



Behavioural questions:

You can use behavioural questions to assess a candidate's past behaviour and gauge their potential for future success. Look for specific examples, the actions they took and the results they achieved.

- > Can you share one of your significant wins or achievements in a previous role? Describe your contribution.
- > Tell me about a time when you had to handle a difficult situation at work. How did you resolve it?
- > Share an example of a project where you faced a significant challenge. Explain your role in the outcome.
- > Describe a situation where you had to work collaboratively with a team to achieve a common goal. How did you contribute to the group and outcome?



Skill-based questions:

Skill based questions should focus on current skills as well as areas the individual would like to develop - this can include both hard and soft skills.

- > Which of your skills do you think would be most relevant for this role?
- > What is one or two skills you would most like to develop and why?
- > Why do you think you are the best person for this job?
- > Where do you see yourself in 5 years or what are your career goals?



Culture-fit questions:

Assessing cultural fit is crucial for long-term employee satisfaction. Look for candidates who align with your organisation's values, possess a growth mindset and demonstrate the ability to adapt to diverse work environments.

- What interests you most about our company and what specifically drew you to applying for this position?
- Describe your preferred work environment and the type of team dynamics you thrive in.
- Can you tell me about a time when you felt a strong alignment with a company's culture and values?
- What are three things that are most important to you in a job?



Situational questions:

Situational questions assess a candidate's ability to think critically, problem-solve and demonstrate their decision-making skills. Look for logical and thoughtful responses that align with your organisation's values.

- Can you provide an example of a time when you had to juggle multiple projects or tasks with competing deadlines? How did you prioritise your tasks and ensure timely completion?
- Can you think of an example where you received constructive criticism or feedback and implemented changes based on it?
- How do you approach problem-solving when faced with limited resources or information? Can you provide an example?
- Tell me about a time when you were asked to do something you had never done before. How did you respond? What did you learn?