The general tendency is for interviewers to probe into your past performances and behavior as this will be a fairly accurate predictor of future performance and behavior. The best manner in which to answer questions in which an interviewer wants to assess your technical and behavioural competencies is to refer to specific situations in the form of a “story”. Interviewers will not explicitly use the word “story”, but that is still what they are driving at.

**Example of a behavioural competency based question:**

“Tell me about a time when you had to work with someone you didn’t personally like.”

**Example of a technical competency based question:**

“This position requires experience in financial analysis. Can you tell me about your experience in that area?”

Also keep in mind that when answering interview questions, it can be helpful to use the following format.

1. This is what happened.
2. This is what I did.
3. This was the result.
4. This is what I learned from it AND/OR This is what I’d do differently next time.

The above is generally referred to as the “STAR” methodology:

\[
\begin{align*}
S &= \text{Situation} \\
T &= \text{Task} \\
A &= \text{Action} \\
R &= \text{Result}
\end{align*}
\]
Note: Never “make up” a story. Even if this were not ethically wrong (and it is), you are likely to be exposed under further questioning or reference checking. If you don’t have a good true story for a question, draw from your non-work (academic/life/family) experiences, or simply remark “I’m sorry, I can’t think of a good example for that.” Or “I don’t have experience in that area yet, but I am confident I can learn it.”

Examples of Frequently Used Interview Questions, that you need to be prepared for:

1. Tell me a bit about why you are interested in this job/company.
2. Tell me about a time when you failed. What happened? Who was involved? What did you learn from it?
3. Tell me about a time when you had more work to do than was humanly possible. How did you handle the situation?
4. Tell me about a time you had to work with someone you didn’t personally like. What happened?
5. Tell me about a project you were involved in that didn’t go the way you expected. What happened? What was the result?
6. Tell me about a time when you experienced conflict at work?
7. What are your strengths? (provide examples)
8. What are your weaknesses? (Provide examples and/or how you are addressing the weakness.)
9. Tell me what your goals are. Where would you like to be in five years?
10. I have a number of qualified candidates for this job. Why should I choose you?
11. I see you left your position as (TITLE) back in (DATE). Can you tell me why you decided to leave?