



INTERVIEW QUESTIONS FOR YOUR CANDIDATES

Name of interviewer:

Name of candidate:

Date:

CULTURE-FIT QUESTIONS

1. What attracted you to our company, and why do you want to work here?
2. How do you typically handle feedback from your colleagues or manager?
3. Describe a work environment in which you thrive professionally.
4. How do you handle conflicts or disagreements with team members?
5. What does a healthy work-life balance mean to you?



QUESTIONS ON SKILLS AND EXPERTISE

6. Can you walk me through a recent project you worked on that is similar to the work you would be doing here?
7. What are the most important technical skills you bring to this role?
8. Tell me about a challenging technical problem you've solved. What was the outcome?
9. How do you prioritize tasks when working on multiple projects simultaneously?
10. Have you ever had to learn a new skill quickly? How did you approach it?



QUESTIONS ON PROBLEM-SOLVING ABILITIES

11. Describe a time when you had to make a difficult decision with limited information.
12. How do you approach solving complex problems? Can you walk me through your process?
13. What's the biggest mistake you've made in a past role, and how did you correct it?
14. How do you ensure you're not only solving problems but also identifying root causes?
15. Give me an example of when you proactively identified a potential issue and took steps to address it.



LEADERSHIP QUESTIONS

16. Tell me about a time when you had to lead a team or project. How did you manage the team?
17. How do you motivate others when a project isn't going as planned?
18. Describe a time when you had to manage a conflict within your team. How did you resolve it?
19. Tell me about a time when you mentored a colleague. How did you ensure their growth?
20. How do you balance achieving your personal goals with supporting your team's goals?



Final notes and comments: