Typical Interview Questions

After the initial handshake and greeting, interviews can include four common types of questions: standard, technical, problem-solving and behaviour-based. Practicing your responses will help you feel prepared and more confident during an interview. You can work with a Learning Centre tutor to practice your answers and get feedback.

If you are ever unsure of a question and its meaning, ask the interviewer to rephrase the question or give you an example. If you get an unexpected question, you can take a few seconds to think about your response. Use phrases like “That’s a really great question,” or “Let me think about that for a moment,” to buy yourself some time. Also, it is helpful to bring a copy of your resume so that you can glance at it to remember what you want to say.

Generally, your responses to interview questions should be no more than 2 minutes long.

STANDARD QUESTIONS

1. Tell us about yourself. Limit your response to 45 - 60 seconds. This is often called a “60 Second Sell” or an “Elevator Pitch”.
2. Why are you interested in this position?
3. What do you know about our organization?
4. Why do you think you are the best person for this position?
5. What are your short and long-term goals?
6. What are your greatest strengths?
7. Tell us about one of your weaknesses.
8. What three words describe you best?
9. What motivates you?
10. What parts of a job do you find most satisfying/least satisfying?

TECHNICAL QUESTIONS

These questions are based on the specific technical skills of your profession, especially in the healthcare and trades careers. Be prepared to provide answers that reflect your skills and knowledge of your industry’s processes, procedures, tools and techniques. You can bring sample technical questions to practice with tutors.

1. Describe a specific process or procedure.
2. Name a tool or instrument and describe its purpose.
3. Solve a technical problem or healthcare issue.
4. Describe some best practices.
5. Describe your technical certifications.
6. Describe quality control in your area.
PROBLEM-SOLVING QUESTIONS

These ‘hypothetical” questions let the interviewer know how you would handle problems that might happen at work in the future.

What would you do if…
1. ....a client became very angry and began to shout at you?
2. ....you could not meet an important deadline?
3. ....one of your team members was not doing their share of the work?
4. ....you had a good idea for improving a process at work?
5. ....had to adjust to changes in the workplace over which you had no control?

BEHAVIOUR-BASED QUESTIONS

Behavioural questions ask you to talk about specific past experiences and how you responded to them. Employers believe that past behaviour in the workplace predicts future job performance. Stories can highlight your leadership skills, teamwork approach, and ability to handle problems and resolve conflict. Behavioural questions often begin with phrases such as, “Describe a time when you…” or “Give me an example of when…” Consider using the STAR response method: situation, task, action, and result.

1. Describe a challenging situation you faced in your last position and how you responded.
2. Tell me about a time when you worked well with others.
3. How did you behave when a client or colleague was upset with you?
4. Give me an example of when you demonstrated leadership under pressure.
5. Have you ever gone above and beyond at work and what did that entail?
6. Talk about a disagreement with a colleague or supervisor and how you dealt with it.
7. Tell us about a time you had too much to do and how you prioritized your workload.
8. Can you recall a situation where you took strong initiative?
9. Give us an example of a time when you had to solve a difficult technical problem.

END OF THE INTERVIEW – YOUR TURN TO ASK QUESTIONS

At the end of the interview, there is typically an opportunity to ask a few questions. By asking questions, you show that you are interested in the organization and you have done some research and preparation. Questions express your continued enthusiasm for the job.

1. What have past employees done to succeed in this position?
2. What are the day-to-day responsibilities of this position?
3. Are there opportunities for further education and professional development?
4. What do like the most about working for this company?
5. Could you tell me about the timeline for hiring for this position?

Do not ask about the pay or benefits during the interview. If you are offered the job, you can then ask about it.

Make sure to shake hands again and thank the interviewers for their time before you leave.