Value-based interview questions – examples

About the role/organisation:

Why does our organisation appeal to you?
What are our core values?
What attracts you to this role?
What parts would you find most enjoyable?
What aspects would you think might be least enjoyable?
What do you see as challenges?
What would be the main rewards for you?
What have you done to find out more about this career area?

Working with other people:

Describe a situation where it was important that you worked as part of a team.
Why was this important?
What was your exact role in the team?
What was the result of having a team approach?
Can you describe a situation where you worked in a team and things didn’t work out? On reflection, how would you have handled the situation differently? What did you learn about yourself?

Taking responsibility/commitment:

Describe a situation where you were particularly successful. Why do you think you were successful? What did you learn about yourself?
Describe a situation where you made a mistake. What happened? What would you do differently another time? What did you learn from this about yourself?
Could you give an example where you have learned from feedback?
Could you give an example where you actively went out of your way to learn something new in order to achieve a personal goal?
Can you give an example that demonstrates that you’ve “gone the extra mile”?
What was the situation? Why did you do this? What was the outcome?

General:

How do you motivate yourself when faced with a task you don’t enjoy?
What do you find most challenging in your studies? What makes it challenging?
What do you find most stimulating and why?
Describe a situation where you have demonstrated integrity?

Note: Do your research by reading the organisation’s mission statement and their core values. Be prepared to talk about your experiences and feelings in an open manner and question your own behaviours and decisions as well as reflect on them.

IJ/Jan. 2015