

# Sample Interview Questions

## Resume & Fit

Assess your skills, interest and fit for the position you are applying for and provide context for experiences listed on the resume.

- › Why are you interested in this position? Why should we hire you? What are your strengths? What are your weaknesses?
- › What has been your most significant accomplishment to date?
- › Where do you see yourself in 5 years?

## Behavioral

Assess your past behavior in order to predict your future behavior in the workplace.

- › Provide an example of a time when you worked on a team. What was the project, your role and the outcome?
- › Give me an example of a time when you solved a complicated problem
- › Tell me about a time you failed

## Case Questions

Assess your demonstrated skills in the areas of: problem solving, communication, teamwork and analytics. The case is often a business decision that simulates an actual scenario that you will work through in real time either individually or in a group.

- › Your client is a ski resort. Global warming has reduced natural snowfall by 50% in the past two years, which is having a significant impact on the cost operations and the length of the ski season. What should they do and why?
- › The Star Trek transporter has just been invented. Spell out some of the effects on the transportation industry.

## Technical

Assess your technical knowledge, aptitude and problem solving skills.

- › Compare and contrast REST and SOAP web services
- › What is copper trading at today?
- › Coding problem – delivered on a white board in real time

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## Industry Interview Questions

### Academia

**Prepare** Reflect on yourself, your research and your teaching. Prioritize understanding what a department is looking for and communicating how you can contribute to their needs.

- › Please explain your research
- › How do you approach teaching?
- › How does your research influence your teaching?
- › How would you mentor graduate students?

[Click here](#) for additional academic interviewing questions.

## Consulting and Business

**Prepare** When answering interview questions, explain your thought process to allow the interviewer to understand how you think. There is also an industry knowledge component, so read the Wall Street Journal daily and keep up with the stock market. The right answer is not as important as demonstrating your problem solving abilities and demonstrated interest in the industry.

- › How would you define commercial awareness?
- › Tell me about a project that you persevered through after wanting to initially abandon it?
- › What is the optimal gas station layout to arrange goods within the convenience store?

[Click here](#) for additional consulting interview questions.

## Engineering and Technology

**Prepare** Restate the question, to ensure you understand the goal and purpose of what is being asked. Be prepared to white board your answers and explain your thought process. Work through examples to come up with the simplest solution and detail a few ways you may refine your answer.

- › Suppose that there is a database table, and four processes read the table at the same time. But only one process is allowed to read the same row of the table at the same time. How do you enforce the exclusive-read on a row?
- › Given a pattern and a string, check whether the string matches the pattern. For example: pattern “aba” and the string is “redblackred,” so it matches because “a” is translated to red and “b” is translated to “black.” Note that for each character in the pattern, the translation is not empty and unique.

[Click here](#) for additional discipline specific technical questions.

## Nonprofit and Government

**Prepare** Hiring managers value true commitment; candidates need to prove their individual connection to the organizational mission with specificity and demonstrated action. Describing volunteer work or student group affiliations can be a great way of illustrating your commitment to a mission.

- › How do your experiences translate to the nonprofit sector?
- › What are your expectations about working in the nonprofit sector?
- › Tell me about a time when you have worked in an environment that makes decisions in a consensus-driven way?

[Click here](#) for additional Nonprofit and Government Interview Resources.

## Questions to Ask the Employer

- › What are the immediate challenges and objectives facing the individual in this position?
- › What is the typical career path for someone in this position?
- › Would you please share the next steps in the hiring process?
- › How is work evaluated in this organization? What does the performance evaluation process look like and how is that tied to compensation and growth in the company?
- › What are the ideal qualities you are looking for from someone in this position?

# Structuring Interview Answers - CARR Method

For all industries it is important to research the organization thoroughly. Be able to communicate your technical and transferable skills as well as your organizational fit. Target your answers to each job and give examples to demonstrate your skills and qualifications. The CARR Method allows you to think about the various aspects of each experience to help you write an accomplishment statement that describes your experiences and accomplishments.

**Context** Workplace Environment, Employees, etc.

What was the goal you were trying to accomplish? What is your purpose within the project?

**Action** Explain your actions, framed in the context of the situation.

What work did you actually do? What were your responsibilities?

**Result** Explain the result and its benefit.

If possible, quantify your results with numbers to demonstrate your impact on the organization or the field.

Example: "Implemented new data analytics method to streamline the process of solar cell creation, resulting in 65% reduction in cost to the consumer."

**Relate** Connect your experience with the desired qualifications of the job.

What skills from your previous experience will you be able to use in this job?

## CARR Worksheet

Use the CARR Method as a framework for your answers.

C

**Context** The organization; its climate; size, number of employees/co-workers, interesting or otherwise impressive; timing; interpersonal situations, "This is what was happening—this was the situation where I worked..."

A

**Action** The objective, job duties, day-to-day responsibilities focused on how YOU accomplished the task and the involvement YOU played

R

**Results** Use numbers, describe the impact on the organization

R

**Relate** Connect what you did to the skills needed in your desired occupation