



Behavioral / Culture-Fit Questions Resource

1. Tell me about your favorite and most difficult leader that you've worked with. Why did you like/dislike working with them?
2. Tell me about a time when you were responsible for meeting a tight deadline, and someone else's delay was putting the project at risk. How did you handle the situation, and what was the outcome?
3. What do you feel like your most recent position was missing so you would feel professional fulfillment?
4. What will your most recent company's leadership miss the most about you?
5. Tell me about a situation in detail when you had to prioritize your workload under extreme pressure?
6. Tell me about a time when you had to push back or clarify expectations with a leader or team member. What happened, what did you do, and what was the outcome?
7. Tell me about a time when you had to mediate a conflict situation. What happened, what did you do, and what was the outcome?
8. How do you react when requirements change suddenly after working on a project for a while?
9. What steps have/would you take to teach your leader how best to work with you?
10. Tell me about a time you realized you were the primary 'bottleneck' in a project. How did you identify it, and what did you change to get the team moving again?