

Questions Asked by Employers During Interviews with College Students

Traditional Interview Questions

- Tell me about yourself.
- Why did you choose Rensselaer and the career for which you are preparing?
- What do you see as your developmental needs? What specific actions are you taking to address them?
- How do you think a friend or a professor who knows you well would describe you?
- What motivates you to put forth your greatest effort?
- Why should I hire you?
- Why are you interested in the position?
- How can you add value to our team?
- What specific steps did you take to prepare yourself for this interview?
- How would you compare your academic achievement to your expected employment success?
- What have you learned from participation in extra-curricular activities?
- In what ways are your education and experience a good fit with this job and our company?
- What two or three things are most important to you in your job?
- What criteria are you using to evaluate the company for which you hope to work?
- Describe for me something that you're really proud of.
- What one thing would you change about yourself today, and why?
- Of the jobs that you have held, which one was most satisfying, and why?
- Based upon what you currently know about our company, what do you perceive as our three greatest strengths?
- What course have you had that will best prepare you to work for our company?
- What are the three most important attributes of a good leader?
- What makes you stand out from others?
- What do you hope to gain from participation in an internship with our company?
- What skills or attributes do you feel you possess that qualify you for this position?
- Tell me about your best experience working with a team?

Behavioral Interview Questions

- Provide me with two instances in which you were innovative or introduced major change.
- Describe a specific problem you have encountered and how you dealt with it.
- Tell me about a recent team project that you were involved with.
- Give me an example of a time that you had to establish a working relationship with someone whose culture and background were different from yours.
- Describe a situation in which you were under pressure to meet a deadline. How did you react?
- Give me an example of a technical problem that you faced, and tell me how you analyzed and solved the problem.
- Sometimes we have to make tough decisions. Tell me about a time that you had to make a difficult decision even though it was unpopular.
- Think about a group project where you were asked to compromise in order to meet team goals. How did that affect you? What did you do?
- Tell me about a difficult problem that you faced in the last year. How did you handle it?
- Describe a recent project, which required extensive research. How did you go about it?
- Tell me about an event when you had to work with someone who was difficult to work with.

- Describe a situation where you had to coordinate the activities of other people.
- Give me an example of a goal you set and how you reached it.
- Think about a time when your plans or priorities changed by circumstances outside of your control. How did it affect you? What did you do?
- Tell me about a time when you didn't understand how something worked, and you took it apart.
- Do you prefer to work alone or in a team?

Questions You May Want to Ask Employers

- What traits do you consider critical to success in this job or in your company?
- What do you consider the five most important day-to-day responsibilities?
- Will I be working with a team or on my own? What will my responsibilities be as a team member?
- What opportunities are there in your company where I can build my leadership skills?
- How does this department contribute to the overall goals of the company?
- What are the major projects I will be working with, in the first sixth months/year?
- What are the biggest challenges facing the department? What do you see as weaknesses that you are looking to turn into strengths?
- What is the timetable for filling this position?
- How do you like working here? What do you like best? What do you like least?
- How will my performance be evaluated, and when?
- What are three things that set your company apart from the competition?

For additional information about interviewing, download "How to Handle the Interview" from the CCPD's website. Information provided includes: what to do before the interview, basic interview structure, how to dress, the best way to answer interview questions, and a description of the different types of interviews. Would you like to practice your interviewing skills in an informal setting, in preparation for an actual interview? The CCPD offers Mock Interviews; use our online Appointment Scheduler to select a convenient time to meet with a CCPD Career Counselor.