

SAMPLE INTERVIEW QUESTIONS

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GENERAL QUESTIONS:

- Tell me about yourself.
- Describe a major change that occurred in a job or class, how did you adapt to the new demand?
- Tell me about a time when you had to analyze information and make a recommendation; what kind of thought process did you go through? What was your reasoning behind your decision?
- It is very important to build good relationships with people, which can sometimes be difficult. Tell me about a time when you had to work with a difficult person-peer, co-worker or client.
- Tell me about the most and least successful team you have been a part of; what were your roles in each team?
- Describe a time when you did something innovative without waiting for direction.
- Tell me about a time when you had to solve a complex problem.
- What is the most essential skill a leader must possess? Tell me the last time you utilized this skill and what was the impact?
- Give an example of a time when you made a mistake or failed at something.
- How do you schedule your time? What have you done to be effective in maintaining priorities?
- What kind of events cause you stress on the job? How effective are you under this pressure? Provide an example.
- What have you done in the past 6 months to further your professional development?
- How would your peers/co-workers describe you?
- Tell me something that you learned during your college experience that is not from a textbook.
- What skills do you have that make you qualified for this position?
- What do you know about our organization and why do you want to work here?

DIFFICULT QUESTIONS:

- Describe yourself with 3 adjectives.
- How do you feel you work without direct supervision? Are you prepared right now to work without supervision?
- Would you prefer to work independently or as part of a team? Why?
- How much traveling would be ideal in a job?
- What is one of your weaknesses? I know you had one prepared so what's another one?
- What have you learned from your mistakes?
- What was/is the best/worst part of your college experience?
- Why should we hire you rather than one of the other 200 applicants?
- How much do you expect to earn?
- What motivates you?
- What question do you wish we would have asked?
- Highlight one thing on your resume that separates you from everyone else.
- What don't you do well?
- Describe a situation where you were faced with a deadline that you couldn't meet. How did you handle it?
- Describe a situation where you had to learn a large amount of information quickly. How did you do it?
- Why do you want to work for a small company like ours instead of a larger company?
- How would someone who dislikes you describe you?

- Why didn't you get a permanent offer from your last summer employer?
- If you worked in a library and a book was miss-shelved how would you find it?
- What is the biggest risk you ever took?
- What is your dream job?
- What do you like to do for fun?

ACCOUNTING SPECIFIC:

- What do you consider the biggest challenge facing accounting today?
- What is your experience with financial forecasting?
- Describe the criteria you use to evaluate the reliability of financial information you receive.
- What is the difference between cost accounting and financial accounting?
- What is your timeline for obtaining your CPA license?
- Describe a time when you used a problem solving process to obtain successful results.
- There is more than one way to solve a problem. Give an example from your accounting knowledge that would illustrate this.
- What financial statements would you look at to judge the health of a company?
- How do the financial statements interact, and what parts are most relevant to the area of banking you are interviewing for?
- Why do you want to work/intern for us?
- Know the history of the company.

CONSULTING/MANAGEMENT SPECIFIC (Case Interview):

- If you wanted to buy a ski resort what factors would you consider?
- Estimate the total value of all the personal items on a commuter flight that has arrived at La Guardia airport at 8:30am this morning from Boston given that the plane was approximately 2/3 full (remember to include checked luggage).
- You are taking a trip to Indonesia tomorrow to work with a company for a period of time. You don't know anything about this firm but are provided with the financial statement from last year. How do you know the firm's 'health' condition given that you only have one hour to report your opinion to your boss.
- How would you go about advising a bank if it should implement an ATM system?
- You are the consultant for a bank. Give some quantitative measures that can tell about the productivity of the operations department.
- What is the market size for wall paper?
- Estimate the number of airplane flights in a year.
- How would you estimate the demand for forks in one year?
- How much does a 747 weigh?
- How would you respond if a client asked for someone in a more senior position to be doing their company's work instead of you?

FINANCE SPECIFIC:

- Tell me about the Capital Asset Pricing Model.
- What is .125 squared?
- Two retail banks have different return rates on their loan portfolios, although default rates are similar. What might explain the difference?
- How would you go about valuing a company? [A commonly used method is the Income Multiple, where the income of a business is subject to a certain multiple to arrive at a selling price (business's selling at "X time's earnings")].
- Where do you think the stock market will be in 12 months? What leads you to that reasoning?
- Why would a company repurchase its own stock? What signals (positive and negative) does this send to the market?
- How do you calculate WACC?
- What makes a good comparable company for valuation purposes?
- What is the difference between NPV, IRR, and Payback?
- What are the primary causes of bankruptcy and what are the options for a company?
- What do you think of the economy and the direction it is heading and interest rates?
- Run me through a DCF (steps to take for this valuation method)
- What book are you currently reading?
- What is the price that gold is currently trading at?
- Tell me your experience with using statistical analysis.
- You have just been recently promoted and now in charge of 20 employees. Describe what you would do in these areas for the first 30 days of your new role: sales, productivity, customer service, safety, attendance.

MARKETING/SALES SPECIFIC:

- How would you define marketing and how is it changing?
- What do you think advertising is all about? What do you think the role of an agency professional is?
- We are sometimes forced to work on tight budgets because some clients are not keen on investing a lot of money to advertise their product. This often becomes an obstacle. What would you do to convince a client to invest more and why?
- What has been a marketing campaign that has been successful and why?
- What factors do you consider the most important when attempting to influence consumer behavior?
- Tell me about a time when you had to change a project based on a supervisor or client's feedback (even if you didn't agree with the change).
- Did you have the opportunity to write or be involved with the media at your internship(s)?
- Discuss your public speaking and presentation experiences.
- How would begin researching a target market?
- What have you done to produce results without sufficient guidelines? Give an example.
- What would you do if three VPs all ask for help at the same time?
- Describe a time when you had to persuade an individual or a group to accept an idea, how did you go about achieving this?
- What experience have you had with sales and cold calls?
- How would you bring new clients to our business?
- What is your definition of good customer service?
- Explain how SEO works and what strategies you would use to increase traffic to our sites.
- Let's do a mock phone call where you are speaking to a prospective client about our business.

HUMAN RESOURCES SPECIFIC

- Can you tell me about an experience you have had that dealt with cultural differences? (This could be anything from ethnic, to gender, to age.)
- Have you ever participated in a mentoring or coaching program? If so, tell me about it.
- Can you give me an example of an organization that you feel has a strong, successful company culture?
- Suppose you walked into a company that faced low employee morale and consistent communication breakdowns. How would you approach mending the situation?
- Often, HR positions require you to juggle many tasks at once. Tell me about how you prioritize your work.
- What does “Human Resources” mean to you?
- Have you ever successfully implemented a new system or project that was originally met with opposition? How did you manage it?
- Tell me about a time you made a successful presentation to a group or audience. How did you prepare for that?
- Can you give me an example of a situation in which you had to keep information confidential?
- What do you feel is the most valuable thing you learned in college that you could transfer over into an HR role?
- If you could implement any program across the company, what would it be and why?
- What do you believe you would contribute to our company’s HR division?
- What do you believe is the role of the HR department as it relates to the overall success of an organization?
- Thinking about your previous academic and work experience, have you ever helped initiate a change? What was the change and what role did you take in making this happen?
- What do you think are some important roles HR plays regarding employees?
- What role does HR have in creating the work environment?
- Have you ever trained anyone? What techniques did you use in training them and then to ensure they mastered the material?
- What do you think the future of HR is? What evidence do you have to support your conclusion?