HR Interview Questions

An interview can be broadly seen as a formal meeting arranged to evaluate a prospective employee by obtaining his/her career-oriented details, like qualification and work-experience. An interview presents the applicants an opportunity to elaborate on certain components of their resumes and talk about their areas of expertise. It also tests their ability to think critically and independently.

Depending on the position and the company you are getting hired for, you might need to appear in various types of interviews. We going to discuss here the following six types of interviews and also see what makes them so unique:

- Behavioral Questions

- Traditional Questions

- Case Questions

- Role-play questions

- Industry-specific questions

- Brainteasers

It is estimated that 80% of the interview is made up of behavioral questions. This type of interviewing is based on the philosophy that a detailed analysis of the way you acted in certain circumstances in your previous job will give a reliable indication of the way you will act in your new job too.

Behavioral questions will be experience-based and you need a lot of practice to be able to answer them in a satisfactory manner.

STAR Technique

To answer Behavioral Questions, employ the STAR technique:

- **S = Situation** - (recall an incident in your life that suits the situation)

- **T = Task** - (recall an incident in your life that suits the task)

- **A = Action** - (mention the course of action you opted to address the situation or task)

- **R = Result** - (mention the result of your action and the outcome)

Q - Tell me about an incident where you worked effectively under pressure.

S - My friends and I were to give a presentation on "Artificial Intelligence", however one of them unfortunately slipped and fell down the stairs the night before.

T - As we had already picked up specific sub-topics to talk on individually, this sudden addition of content did put a lot of pressure on us, especially because it had taken us months of research to come up with our material.

A - In order to not let this accident affect our team's performance, I took the responsibility of filling in for his topic too. The issue was that I had only one night to make myself familiar with his notes.

R - Thanks to my friends' assistance and my efforts, our team managed to complete the presentation successfully and we also got compliments from the Review Panel.

Remember that these are only sample interview answers meant to give a general idea on the approach to Behavioral Interviews. You need to formulate your own answers to suit the context and scenario asked in the question.

Sample Behavioral Interview Questions

Q1:   Describe a bad experience you had working with your ex-employer.

Never bad-mouth previous colleagues and ex-employees. Instead of focusing on the details of the incident, put more emphasis on the part where you managed to make him see your point-of-view.

For example - "They were thinking from a different point of view, but in the end, they managed to understand my concerns as well."

Q2:   Describe how you handle disagreement.

Applying STAR to this situation, recall an incident in your life that suits the question, mention what task you set to address the issue, the actions you took, and the results you got.

For example - "We had once designed a template for a group presentation, however one member wasn't too happy with him being asked to conclude. I suggested he should give it a trial run. At the end, he realized that he was as good at concluding as he was at opening a presentation.

Q3:   Explain a situation when you explained a complex idea simply.

This is a standard question in Customer Service, Sales & Marketing, IT and education sectors. Provide specific, job-related examples.