

## Situational Interview Questions

### Situational vs. Behavioral Interview Questions

Situational interview questions are similar to behavioral questions in several ways. With both types of questions, your answer needs to talk the hiring manager through how you handle a particular incident or issue. In most cases, that means using STAR-style answers.

However, the two do stand apart, too. With behavioral interview questions, you're asked to relay a past experience, and discuss the details of how you handled yourself in that situation. **With situational interview questions, you're presented with a hypothetical situation, requiring you to outline how you think you would act.** To quote US News, *"In a nutshell, behavioral interview questions deal with the past or present, and situational interview questions deal with the future."*

How do you tell the two questions apart? Well, how they begin is usually a big clue. For example, behavioral interview questions typically start with prompts like, **"Tell me about a time you..."** With situational questions, they usually start out with something like, **"How would you handle..?"**

### Situational Interview Questions

1. If you didn't agree with a decision your manager made, what would you do?
2. Imagine you're working on a project, and you and a colleague disagree about how to proceed. How would you handle it?
3. If you're working on an assignment, and the situation gets stressful, what would you do to stay focused?
4. How would you persuade someone to do things your way?
5. If you encountered a challenging issue, how would you go about explaining it to a client?
6. Picture a situation where you're given two high-priority tasks. How would you determine what to do first?
7. After receiving an assignment, you notice that your teammate misunderstood the requirements. What do you do?

8. How would you handle it if you saw a colleague acting in an unsafe manner at work?
9. If you're given multiple tasks with challenging deadlines, how would you make sure you remain organized while handling them?
10. This is a fast-paced environment. How would you adapt to the changing needs and priorities that can come with the job?
11. How would you handle it if you saw a team member stealing?
12. You're dissatisfied with an aspect of your job. How do you handle it?
13. If you knew your manager was making a decision based on inaccurate assumptions, how would you correct them?
14. Imagine you've already got a pretty full plate, but your manager wants you to take on another project. How would you handle that?
15. What would you do if you initially gave a client a delivery timeline but soon discovered that meeting it wasn't plausible?
16. If you were asked to step up and take on leadership responsibilities but didn't feel comfortable doing so, what would you do?
17. Dealing with customers can be unpredictable. What would you do if one became hostile?
18. If a coworker was regularly 15 minutes late, but management didn't seem to notice, what would you do?
19. If you were working on a project, and an obstacle meant you would either finish late but on budget or over budget but on time, how would you decide how to proceed?
20. Imagine you're starting to experience feelings of burnout. What would you do?
21. What would you do if you had a chance to go above and beyond for a repeat customer, but it would require a significant amount of effort on your part to make it happen?

22. You see your manager deliver feedback to a teammate publicly, using insulting and aggressive language in regards to their performance. What do you do?
23. As you work on a project, what do you do if you aren't fully satisfied with the quality of your work?
24. How would you handle it if you received negative – but not constructive – feedback from a colleague?
25. What would you do if you received negative – but not constructive – feedback from your manager?
26. Imagine that you're giving a long project with multiple parts. How would you approach it?
27. How would you handle a customer who isn't happy with your service even though you've done nothing wrong and they're actually the ones who have made a mistake?
28. You have reason to believe that a coworker is preparing to divulge company secrets to a rival corporation. These secrets have the potential to really damage the company. How would you deal with this situation?
29. You're a team leader. What would you do if the work of one of your subordinate team members was not up to expectations?
30. You've been assigned a major project and are halfway through when you realize that you've made a mistake that requires you to go back to the beginning to fix it. How do you handle that while still trying to make your deadline?
31. You're working on a project with a tight deadline, but you find that you're unable to complete your section because your coworkers and your supervisor are unavailable to answer a few key questions. How do you deal with the situation?
32. If you introduced an idea for solving a critical problem and your input was ignored by your team members, what would you do?

33. How would you react if a colleague began taking credit for your contributions to a large project?
34. You see a new employee arrive for their first day as part of your team. What do you do?
35. What would you do if you were assigned to work closely with a teammate that you didn't see eye-to-eye with?
36. If an unexpected situation required you to redo a significant amount of work to adjust to a required change, how would you react?
37. If a colleague asked for your feedback on a task they handled, and you saw issues with their work, what would you do?
38. You see a teammate make a major mistake when quoting a price to a client, charging far too little for the work involved. What do you do?
39. You're on a tight deadline with a project. Then, a coworker asks for help on their high-priority task. What do you do?
40. As you're collaborating with a colleague, they suddenly take a "my way or the highway attitude." What do you do now?
41. You have a choice. You can do something reasonable well and fast or exceptionally well and slow. Which do you choose?
42. Imagine you're starting in this job. What do you do to connect with your new team?
43. If you're hired in this role, what steps would you take to reach full productivity as quickly as possible?
44. You're working with a client with a different personality from yours. How do you adjust your approach to collaborate effectively?
45. A client has unreasonable expectations for a product. What do you do?
46. If you do what a high-value client asks, you know there will be an issue with the project. Do you do it anyway?

47. You end up with some unexpected downtime at work. What do you do with that time?