

The most common job interview questions

1. Tell us a little about yourself. Who are you?
2. Where do you see yourself in five years?
3. What excites you about your work?
4. Why are you applying for this position?
5. Why should we choose you?
6. How would your co-workers describe you?
7. Please describe an achievement that you are proud of in your working life or studies.
8. Tell us about a challenge you have faced in your work.
9. Why did you quit your previous job?/Why do you want to get a new job?
10. Tell us a little bit about what you do in your free time. What are your hobbies, for instance?
11. What do you know about our company and products?
12. What is your salary request?
13. Can you name three people who we can contact for additional information about you?
14. What pieces of IT software have you used before?
15. Do you have any questions for us?

Interview questions by theme:

Me/personality

- Tell us a little about yourself. Who are you?
- Why should we choose you?
- How would your co-workers describe you?
- How do you think your (previous) superior would describe you?
- Tell us a little bit about what you do in your free time. What are your hobbies, for instance?
- What three words would you use to describe yourself?
- How well would you fit into our corporate culture?
- How do you make sure you have a good work-life balance?
- What role do you usually take in a work environment?
- How did you choose what to study?

Motivation

- Why are you applying for this position?
- What kinds of things give you the feeling of a work week well done?

- How do you like to receive feedback from your superior and colleagues?
- What excites you about your work?
- Why did you quit your previous job?/Why do you want to get a new job?
- What do you know about our company/our products?
- Do you have any questions for us?

Work experience and competence

- Tell us briefly about your work history, especially everything that is most relevant for this position.
- What would you add to our team?
- Please describe an achievement that you are proud of in your working life or studies.
- Which one of your competencies or experiences will be most useful in this position?
- What are your language skills?
- Do you have any IT skills that would be useful in this position?
- Why did you quit your previous job?/Why do you want to get a new job?



Handling the position

- How do you react under pressure?
- Describe a challenging situation you faced at work and how you overcame it.
- How do you plan your workday or workweek?
- How do you make sure that the quality of your work is good enough?
- How do you make sure that you get your work done on time?
- What kinds of new/challenging and familiar things do you see in this position?
- Tell us about a challenge you have faced in your work.
- If you were chosen for the position, what would be the first things you did?

Personal development and goals

- Where do you see yourself in three/five years?
- What long-term working life goals do you have? What do you need to do to achieve those goals?
- What professionally valuable things have you learned in the past year?
- Do you regularly follow online publications or social media sites that are of professional interest to you?
- What professionally valuable thing or things do you want to learn next and how?
- Who has inspired you in your life and why?

Salary

- What is your salary request? How did you arrive at this amount?
- Which fringe benefits are the most important to you?



Be prepared to answer surprising questions and to answer in other languages. For example:

- If you were an animal, which animal would you be and why?

Your own questions:

Remember that you can also ask the interviewers your own questions. For example:

Ask about the position:

- What kind of person would be the most successful in this position?
- Who measures my success and my actions? How?
- What knowledge and which skills are essential to succeeding in this position?
- What are the biggest challenges in this position?
- What types of groups would I be working with if I worked for you?
- Will I be working alone or as part of a larger team?
- What goals have you set for a new employee and this position?
- Can you name some examples of projects that I would be involved in if I worked for you?

Ask about the work environment:

- How would you describe your corporate culture?
- What are your company's strengths?
- What are the biggest challenges that the company will face this year?
- What is this unit's place in the organisation?
- What tools and resources does this unit have available to it?
- How does your company develop the skills of its staff and employees?
- What are the company's short- and long-term goals?
- Are there any future products, market areas or services that I should be aware of?

Ask about the interviewer:

- How did you end up working at the company?
- What has working for the company taught you?
- What has been the highlight of your career in the company?

Ask for feedback:

- Could you give me feedback based on the interview?
- What are the next steps of the recruitment process?