



Quick Tips: Behavioral Interviewing

BASIC TIPS:

- Behavioral interviewing is a job interviewing technique that gives employers deeper insight into a job candidate's potential future success at a company.
- HOW a job-seeker answers specific questions reveals a lot about a potential job candidate to the interviewer.
- The general logic is: how you behaved in the past will likely predict how you will perform in the future. Rather than focus on how a candidate says he/she would handle a situation, behavioral interviewing focuses on how a candidate actually did handle a similar situation(s) in the past.
- In traditional interviews, questions are asked which typically have straight forward answers like "what are your strengths and weaknesses?" In a behavioral interview, an employer wants to discern a candidate's skills, thought process, problem solving and communication abilities, and personality. The interviewer will ask targeted questions to reveal how you handled certain situations and resolved particular problems in prior jobs.
- Typical questions may include: 1) describe a difficult situation with a co-worker, and how you handled it. 2) describe a decision you made that was unpopular in your former job, and how you handled implementing it with your co-workers.
- The best way to prepare for a behavioral interview is to review projects you worked on and how you contributed to make them successful. Also, participating in a mock behavioral interview will help you practice answering potential questions!
- Some experts recommend answering interview questions by using the STAR technique: give a specific situation, the task, the action steps you took, and the results.
- Employers are looking to see if a job candidate is an effective communicator and if the candidate can think on his/her feet.
- Desirable job-seeker skills: communication skills, teamwork, flexibility, decisiveness, initiative, commitment, professionalism, and leadership