

# Common Fit Interview Questions

During the Fit interview you may be asked questions in these categories:

- Career motivation
- Commercial or industry awareness
- Commitment to your career
- Decision making
- Ethics
- Problem solving
- Teamwork
- Communication
- Time management
- Conflict resolution

## List of Possible Interview Questions

Online version: <https://rolespark.com/tools/interview-questions.php/>

- Tell me about yourself.
- Guide me through your resume.
- What are your top three strengths and weaknesses?
- What would you like to be doing in 5 years from now?
- Describe a time when you dealt with a difficult customer. Be specific.
- Tell me about a situation where you did not get along with your supervisor.

# Common Fit Interview Questions

- Tell me about a time you had to work to get cooperation between several people.  
What steps did you take and what was the result?
- Tell me about a time you delegated a project effectively.
- Have you ever recognized a problem before your boss or others in the organization? What did you do?
- Tell me about the time you missed an obvious solution to a problem.
- Tell me about a time you had to make a decision without much information at your disposal.
- Describe a situation where you had to think on your feet to get yourself out of a difficult situation.
- Give an example of a time when you had to deal with frequent organizational changes or unexpected events.
- Describe the type of environment that motivates your productivity.
- Give me an example of a time when something you were working on “slipped through the cracks.”
- If I called your former boss, how would he/she describe you?
- What job factors are important to you and why?
- What expectations do you have of your supervisor and colleagues?

## Common Fit Interview Questions

- Tell me about a time you were working on multiple projects that had conflicting deadlines.
- You have 3 managers, each of whom considers his/her project deserves your top consideration. What do you do?
- Think of a crisis situation where things got out of control. Why did it happen and what was your role in the event chain?
- Describe a situation where you had to take immediate action in a high-pressure situation.
- Give an example of a time when you were assertive and it backfired on you.
- Tell me about the time you had to go above and beyond the call of duty to get the job done.
- Give me an example of a time where you had to deal with unreasonable expectations of you.
- Describe a project in your past position that failed.
- Tell me about a time when you had to influence or persuade someone to do something for you that might have been an inconvenience for him/her.
- Tell me about a time when you were most persuasive in overcoming resistance to your ideas or point of view.

# Common Fit Interview Questions

- What did you do in your last position to contribute toward team success?
- Give me an example of your involvement in a team effort that was less than successful. What could you have done differently to make it more successful?
- Tell me about a time when you had to deal with an unproductive team member. How did you handle the situation and what was the outcome?
- Tell me about a difficult experience you have had while working in a group with diverse team members.
- Define 3 qualities of a good leader. Which one do you need to work on most?
- Describe a time when you reprimanded an employee for poor performance.
- Describe your management style in dealing with staff and co-workers.
- Tell me about the leader you most admire and why.
- Can you tell me about a time you had to convince someone to do something they did not want to do?
- If I handed you a Rubik's cube and told you that it had to be solved by tomorrow, how would you respond?
- What is your biggest barrier to leadership and how do you surmount it?
- Why this company?
- Why this role?

# Common Fit Interview Questions

- Why this industry?
- What is the most difficult critique that you ever received? And how did you handle it?
- Tell me about a time when you made a mistake at work and how you handled it?
- What would you do if your boss told you to do something that was against a standard procedure?
- Describe yourself and capabilities to someone who cannot see you.
- Give me key lessons learned on each role during your career.
- Give real time scenarios to support any skill set or capability mentioned in the course of interview.
- Tell me about a time you made a mistake and how you learned from it?
- Tell me a time when you had to mentor someone and it did not turn out well.
- How did you gain the trust of a subordinate?
- When have you built something for the customer?
- When have you had to manage multiple, competing priorities simultaneously?
- When have you had a lot of autonomy?
- When have you had to convince someone to do something they didn't want to do?

# Common Fit Interview Questions

- What is your biggest barrier to leadership and how do you surmount it?
- Tell me about a time you had to mentor someone and it did not turn out well.
- When did you lead a team through an obstacle?
- When have you had to analyze a lot of data and what tools did you use?
- When have you failed?
- When were you on a team that had a difficulty?
- What is something you are proud of?
- When did you work with senior people and how did you deal with that?
- When have you presented your work to senior people?
- When have you been behind a deadline and how have you dealt with that?
- When have you managed change on a team?
- When have you been a mentor?
- When were you mentored?
- When did you take initiative?
- When did you break the rules?
- When have you used something from class in the workplace?
- When were you on a team that failed?
- When have you worked on something conceptual?

# Common Fit Interview Questions

- What are your top 3 strengths? Great, tell me three more!
- When did you have a stressful task or assignment?
- When have you been on multiple projects with conflicting deadlines?
- When have you had to influence someone to do something inconvenient?
- When have you had to reprimand an employee for poor performance?
- When have you had to get cooperation between several people?
- Tell me about yourself.
- What are you doing here?
- Tell me your story.
- Why did you pick your school?
- How are your quantitative skills?
- Tell me of a time you showed leadership skills.
- Tell me of a time you were a team player.
- Give me an example of a time you influenced or persuaded a group.
- Tell me about a recent crisis you handled.
- Tell me about a time you took initiative to start something
- What type of work do you like best?
- What accomplishments have given you the most satisfaction?

# Common Fit Interview Questions

- What other questions have you seen? Please post them in the discussion area of the course so other students can learn from them as well!

This list is **not** comprehensive – it is a compilation of common questions, but you will likely get questions that are not on this list. Instead of simply practicing each question on the list, you should use the list to get an idea of the *types* of questions you will encounter, and practice answering any that you find especially difficult.