

# Sample Non-Case Interview Questions

**Walk me through your resume and explain how it's led you to be here today**

**Follow-ups/other versions:**

- Tell me more about your role at Company X. How did that grow/change over time? Why did you leave?
- Your last two jobs are in completely different fields/functions—why is that? What connects them?
- You seem to have moved around a lot. Why have you not stayed at any one job for very long?
- Why did you decide to take a job at Company X?
- X job seems like a step down. Why did you decide to take that job?
- You have a one-year gap on your resume. How do you explain that?
- Your results in job X are very impressive. How do you explain those? How much of that was a team effort vs. an individual effort?
- Tell me about how you chose the college that you attended. What was your process? What was your criteria in selecting that school?
- Tell me about any one of your past jobs that you think shows how you'd be good at this job.
- Where do you see yourself in five to 10 years?
- Is there anything on your resume that we haven't talked about that you'd like to talk about?
- What are you most proud of?
- Tell me something about yourself that's not on your resume.

## **What are your strengths? What are your weaknesses?**

### **Follow-ups/other versions:**

- Tell me about a time that you failed.
- What would your last boss/team say were your strengths and weaknesses?
- What would your friends say were your strengths and weaknesses?
- What is the biggest challenge you've had to overcome? How did you rise to the occasion?

## **Tell me about a time where you had to change the opinion of a group**

### **Follow-ups/other versions:**

- What was your plan going in? How did that plan change over time? Why did it change?
- Was your opinion swayed by anyone else's over the course of the process?
- What would you do differently today? What did you learn from the process?
- Describe a situation where you had to be persuasive.

## **Describe a time when you did something differently than it had been done before**

### **Follow-ups/other versions:**

- How did you convince others that this new way of doing things was good/better?
- What did your new process achieve that couldn't have been had you done it the old way?
- What have you done that's innovative?
- Would you describe yourself as an entrepreneur?
- Have you ever founded a new organization or team?
- Tell me about a time that you approached an analytical problem creatively?
- Describe your creative skills.

## **Tell me about a time when you worked as part of a team**

### **Follow-ups/other versions:**

- Tell me about a time that you had to work in a cross-functional team.
- Tell me about a time when you didn't agree with the direction/leadership of the team. How did you handle it? What would you have done differently? What did you learn during the process?
- Tell me about a time that you had to manage conflict at work. How did you handle it? What would you have done differently? What did you learn during the process?
- Tell me about a time that you had to manage a team/group of people.
- How do you foster teamwork?
- Describe a setting in which you used your leadership skills.

## **How do you manage risk?**

### **Follow-ups/other versions:**

- Give me an example of a shortcut that you took to get something done.
- Describe a time when you took a calculated risk. How did it turn out? Would you do it again?
- Tell me about a time that you had to manage risk and how you dealt with it.
- Describe a situation where you faced an ethical dilemma. How did you handle it? Is there anything you would have done differently?

## **Why should I hire you?**

### **Follow-ups/other versions:**

- What one thing makes you different from all the other candidates here today? All the other people at your school?
- What would you specifically bring to my company/team?
- If I were a student at your school, why would I want you on my team?
- Are you a leader, a team player or a creative type? What are some examples that demonstrate that?

- How would you describe yourself?

## **Why this company/firm?**

### **Follow-ups/other versions:**

- Why not one of our competitors? How are we different? Why are you most suited to/interested in us?
- What criteria are you using to evaluate the firms that you're looking at?
- How do you think you will fit into the culture here? How would you describe the culture here?
- Who have you talked to/met with so far at the firm?
- When/how did you first hear about us?
- If you don't end up working here, where will you go?
- What other firms are you looking at?
- What do you see as the most important issues this organization will address in the next five years?
- Why consulting/strategic planning/corporate or business development?