

Behavioral-based interview questions can help get to the transferable skills that many students already have and to the traits you're looking for, such as:

- Teamwork or collaboration
- Problem-solving abilities
- Prioritizing work
- Initiative
- Interpersonal skills
- Work ethic
- Response to stressful or difficult situations

Example questions:

- Tell me about a situation where you had to solve a difficult problem.
- Tell me about a time that you identified a need and went above and beyond the call of duty to get things done.
- Tell me about a time you set a goal for yourself. How did you go about ensuring that you would meet your objective?
- Tell me about a time when you had to work closely with someone whose personality was very different from yours.
- Give me an example of a time you faced a conflict while working on a team. How did you handle that?
- Tell me about a time you needed to get information from someone who wasn't very responsive. What did you do?
- Sometimes it's just not possible to get everything on your to-do list done. Tell me about a time your responsibilities got a little overwhelming. What did you do?
- Give me an example of a time you managed numerous responsibilities. How did you handle that?
- Tell me about a time when you made a mistake. How did you handle it?

A strong answer will give you some background on the situation, what the student did to meet the criteria you're seeking, and then what happened as a result. The student should provide details and specifics. If not, ask follow up questions.

*Note: students may not have had a job yet, so examples could come from volunteer work, student organization participation, classroom projects, or other opportunities.*