

General Background

- Can you walk me through your resume?
- How would your friends describe you?

General Questions

- Who you admire as a leader and why?
- What makes a good leader?

Undergraduate Education

- How was your undergraduate experience? Is there anything you would do differently?
- I noticed that you went to X school and Y school on study abroad. How did you make those choices?
- Can you tell me how you decided on a major?

Professional Experience

Current Position

- What is the most rewarding part of your job?
- What has surprised you most about your job?
- What is the most challenging part of your job?
- What do you like about your job?
- What do you dislike about your job?
- Can you describe what you do in your job day-to-day?

Career Progression

- Why did you choose X career path and Y company?
- How has your job impacted your career goals?
- Why did you leave X company to take a job at Y company?
- (If in a post-MBA role) Why do you need an MBA if you're already in X role?

Leadership Skills

- Can you provide me with an example showing your leadership?
- Define leadership success and failure.
- Describe a situation when you were leader and things went badly. Explain what you learned from this.
- What are the qualities of a good leader?
- How has your leadership style evolved?

- What was a situation where you had to motivate a group?
- What was the biggest challenge you handled as manager?

Teamwork

- Describe a scenario where you worked on a team and one of the team members was not pulling her weight. What did you do?
- How did you deal with a member of your team who was a troublemaker?
- Tell me about a difficult interaction you had with someone. What happened?
- Tell me about a time when you helped out a colleague.
- Tell me about a time when your team failed. What did you learn from the failure?
- Tell me how you would manage a team conflict within a professional setting.
- What role do you play on a team?

Handling Adversity

- What was your toughest professional decision?
- Give me an example of a time you were criticized.
- How do you handle stressful and tense situations?
- What has been your biggest disappointment?
- Tell me about a time when your ethics were challenged and how you responded.
- What is a challenge you had at work and how did you overcome the challenge?

Fit/Personality

- Give me 3 adjectives that describe you.
- How would your coworkers describe you?
- What are your greatest strengths?
- What drives you? What makes you get up in the morning each day?
- What has been your greatest achievement to date?
- How are you different than other X (people in the same function / industry as you)?
- Why should we pick you vs. other people in X (people in the same function / industry as you)?
- What is your greatest fault?

Extracurricular Activities / Life

- What would you do if you had more time?
- How do you find the time to do all that you do?
- How do you keep yourself informed? What do you read? Watch?
- What motivates you to get out of bed every morning?

Macro Questions

- What would people find most surprising about you?
- Who do you know that is “larger than life”?