



Behaviour-based recruitment

Sample interview questions

Here are some sample interview questions from p24 of CIPD's *Employing young people: A step-by-step guide for SMEs*

To get you started:

- How are you today? Was the journey here okay? How did you get here?
- We're glad you're interested in the role – what is it you like about it?
- I'm keen to hear more about you. What are your hobbies and interests? What do you like to do in your spare time?
- What subjects do you study?
- Why did you decide to do these?

Top tip!

To draw out commercial awareness instead of previous experience, Barclays changed the question “*Tell us about a time you delivered great customer service*” to “*Where have you experience great customer service?*” You can also ask candidate what they love about your brand.

To keep things going and help assess their potential:

- Tell me about a time when you've found something difficult – what did you do and how did you overcome it?
- Do you play any sports or are you a member of any teams? What skills did you need to use?
- Have you done any volunteering or take part in any social action? What did you do and do you think you gained skills you could use with us?
- Have you had a Saturday job or paper round? Tell me about what you did as part of this.
- Have you ever worked on a project or in a team with someone who you didn't get along with? When was it and how did you handle it?

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- Can you tell me about a time you've won a prize or competition, or achieved something you've been proud of? What was it for?
- Tell me about a favourite project you've completed, either at school or outside, and what you enjoyed about it.
- What specific part did you play in the project?
- Have you ever organised an event, such as a fundraiser, play or sports match? Tell me about how you did it and what you had to do.
- Have you ever led a group of people? What did you enjoy most and what did you enjoy least?
- When you begin a school or college project, what do you struggle with the most? What tactics did you use to get over this challenge?