



SELECT: Interview Questions



General

1. Tell me something about yourself which is not mentioned in your CV or cover letter
2. What are your learning and development goals?
3. Why are you leaving your current role (if applicable)?
4. Why did you choose to study {course/subject}?
5. What do you hope to gain from this role, if you should be successful?



Attention to Detail

1. Give me an example of when you discovered an error made by someone else. What did you do?
2. Tell me about a time you sought clarification on a confusing request.



Commercial Awareness

1. What does commercial awareness mean to you, and why is it important?
2. What do you know about our company and its main competitors?
3. If you were given £10,000 to invest in a project for us, what would it be and why?
4. Where do you see our industry in the next 10 years?



Time Management / Organisation / Prioritisation

1. How do you prioritise your tasks?
2. Describe a situation where you had to manage multiple tasks at once.
3. Tell me about a time you met a tight deadline.



Personal Attributes

1. What have you achieved in the last 12 months that you are proud of?
2. What motivates you?
3. What are your greatest strengths and weaknesses?



Teamwork and Communication / Influencing and Persuasion

1. What do you think are the characteristics of an effective communicator?
2. Can you give me an example of when you used strong communication skills to achieve an objective?
3. Tell me about a time when you had to change your communication style for different audiences.
4. Describe a situation where you successfully persuaded someone to do something they initially resisted.
5. How would you handle a disagreement with a team member over the best course of action?
6. Tell me about a time you demonstrated leadership.



Resilience and Adaptability

1. What has been the hardest challenge you've faced, and how did you overcome it?
2. How do you handle setbacks or failures?
3. Describe a situation where you had to adapt quickly to a change.
4. How would you respond if you received critical feedback from a manager?

Analytical / Problem-Solving

1. Tell me about a challenging problem you've solved. What approach did you take?
2. Describe a time when you had to make a decision with limited information.
3. How do you weigh the pros and cons before making a decision?

Topics for Employers to prepare for Questions

Company Culture and Values

Sustainability and Environmental Responsibility

Equality, Diversity and Inclusion (EDI)