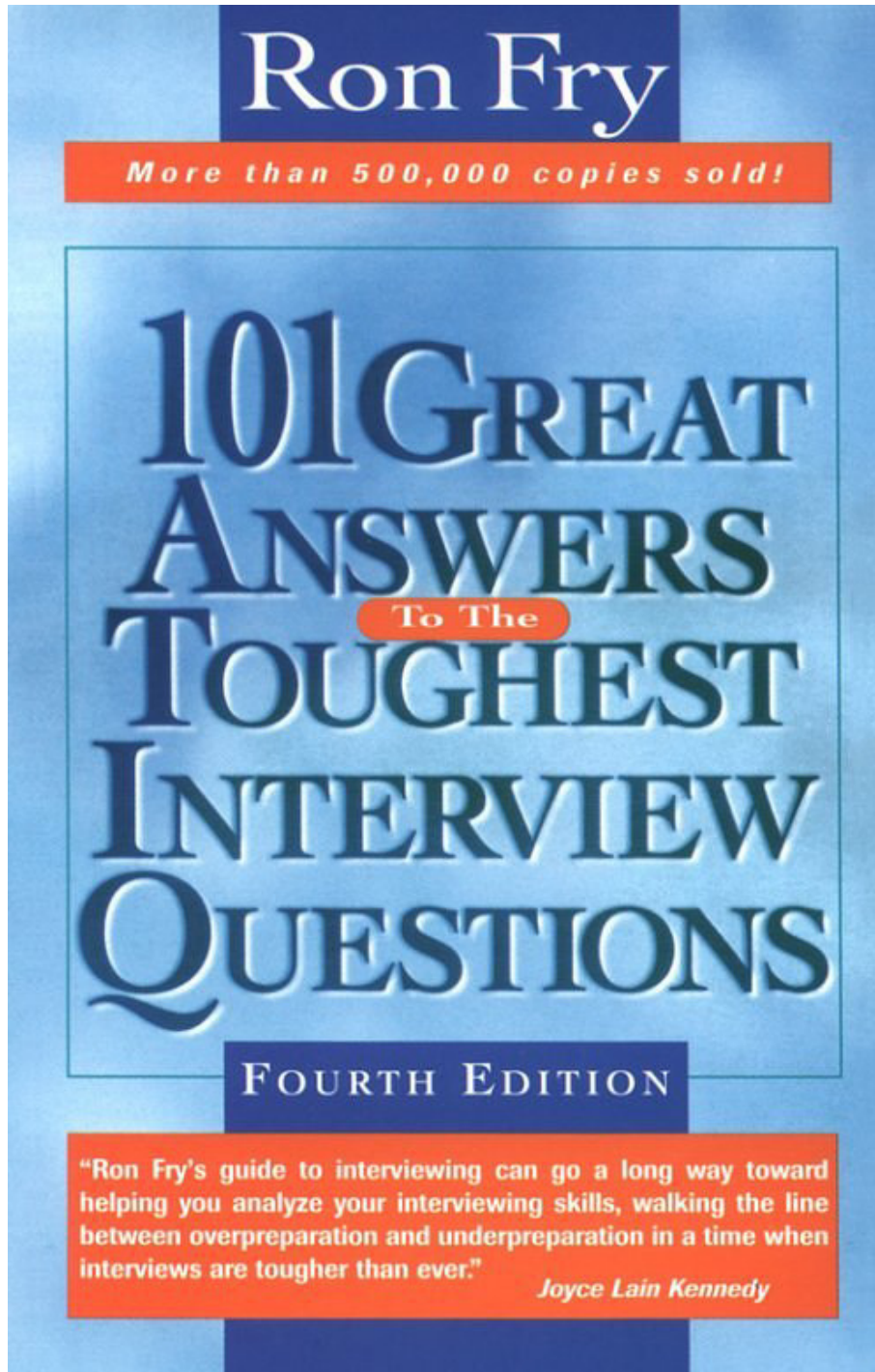


101 Great Answers to the Toughest Interview Questions

by [Ron Fry](#), [Ronald W. Fry](#)



Ron Fry

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101 GREAT
ANSWERS
To The
TOUGHEST
INTERVIEW
QUESTIONS

FOURTH EDITION

“Ron Fry’s guide to interviewing can go a long way toward helping you analyze your interviewing skills, walking the line between overpreparation and underpreparation in a time when interviews are tougher than ever.”

Joyce Lain Kennedy

Here are the questions proposed in this book. You have to buy Ron Fry's book to get the answers! This is definitely worth buying.

1. So, tell me a little about yourself
2. What are your strengths as an employee?
3. How would your best friend (college roommate, favorite professor, favorite boss, mother, family, etc.) describe you?
4. What do you want to be doing five years from now?
5. If you could change one thing about your personality just by snapping your fingers, what would it be and why?
6. Describe your management philosophy.
7. What does "success" mean to you?
8. What does "failure" mean to you?
9. What extracurricular activities were you involved in?
10. Why did you choose your major? Why did you choose your minor? Which courses did you like most? Least?
11. Why are you applying for a job in a field other than your major?
12. If you were starting college tomorrow, what courses would you take?
13. What did you learn from the internships on your resume?
14. In what courses did you get the worst grades? Why? How do you think that will affect your performance on this job?
15. Tell me about your last three positions. Explain what you did, how you did it, the people you worked for, and the people you worked with.
16. What was your favorite job? Why?
17. Tell me about the best/worst boss you ever had.
18. Looking back now, is there anything you could have done to improve your relationship with that single Simon Legree?
19. What were the most memorable accomplishments at your last job? In your career?
20. What is the biggest failure you've had in your career? What steps have you taken to make sure something like that doesn't happen again?
21. Have you managed people in any of the positions you've held?
22. Tell me about the types of people you have trouble getting along with.
23. Who do you think are our two (or three or five) major competitors?
24. Are you an organized person?
25. Do you manage your time well?
26. How do you handle change?
27. How do you go about making important decisions?
28. Do you work well under pressure?
29. Do you anticipate problems well or merely react to them?
30. Are you a risk-taker or do you prefer to play it safe?
31. If you could start your career over again, what would you do differently?
32. Do you prefer to work by yourself or with others?
33. How do you generally handle conflict?
34. How do you behave when you have a problem with a co-worker?
35. How do you motivate people?
36. You've changed jobs quite frequently. How do we know you'll stick around?

37. You've been with the same organization for ___ years. Won't you have a tough time getting used to a new culture, company, atmosphere, team, etc?
38. What are the skills you most need to acquire/develop to advance your career?
39. What do your supervisors tend to criticize most about your performance?
40. Did you inaugurate new procedures (systems, policies, etc.) in your previous position? Tell me about them.
41. Have you been in charge of budgeting, approving expenses, and monitoring departmental progress against financial goals? Are you very qualified in this area?
42. Have you ever fired anyone? Why?
43. Have you ever hired anyone? Why did you choose them?
44. Tell me about the last situation in which you were directed to overhaul a problem unit/department/division/company. What were you confronted with, what did you do, what kind of culture did you attempt to create? How many people did you hire and fire? What goals did you establish? How long was your outlook and what were the results?
45. How do you "stay in the loop?"
46. How do you deal with subordinates who are becoming part of the problem rather than part of the solution?
47. See that picture frame on the wall? Sell it to me.
48. Why are you thinking of leaving your current job?
49. Where does your boss think you are now?
50. Are you still employed at the last firm listed on your resume?
51. Describe the way your department is organized. Also, what is the title of the person to whom you report? What are his or her exact responsibilities?
52. Tell me about your typical day at your current (last) job. How much time do you spend on the phone? In meetings? In one-on-one chats? Working by yourself? Working with your team (or others)?
53. How long have you been looking for a job?
54. Why haven't you received any offers so far?
55. Who made you an offer? For what type of position? At what salary?
56. If you don't leave your current job, what will happen there? How far do you expect to advance?
57. If you're so happy at your current job, why are you leaving? Will they be surprised?
58. If you have these complaints about your current job/boss/company, and they think so highly of you, why haven't you brought your concerns to their attention?
59. How would your co-workers describe you?
60. Give me specific examples of what you did at your current (last) job to increase revenues, reduce costs, be more efficient, save effort, etc.
61. What do you feel an employer owes an employee?
62. Your supervisor left an assignment in your in-box, then left for the week. You can't reach him and you don't fully understand the assignment. What would you do?

63. The successful candidate for this position will be working with some highly trained individuals who have been with the company for a long time. How will you mesh with them?
64. Your supervisor tells you to do something in a way you know is dead wrong? What do you do?
65. If you were unfairly criticized by your supervisor, what would you do?
66. Would you like to have your boss's job? Why or why not?
67. Do you know much about our company?
68. Do you have any questions?
69. What interests you most about this position? Our company?
70. What have you heard about our company that you don't like?
71. This is a much larger (smaller) company than you've worked for. How do you feel about that?
72. What are you looking for in your next job?
73. What aspect of the job I've described appeals to you least?
74. Based on what you know about our industry, how does your ideal job stack up against the description of the job which you're applying?
75. How will you handle the least interesting or most unpleasant parts of this job?
76. You've had little experience with budgeting (or sales or whatever). How do you intend to learn what you need to know to perform on this job?
77. How long do you plan to stay with us?
78. How do you think I've handled this interview?
79. Are you in good health? What do you do to stay in shape?
80. Do you have any physical problems that may limit your ability to perform this job?
81. How do you manage to balance career and family?
82. What turns you on in your off-hours?
83. What do you like to do when you're not at work?
84. How are you today? Did you have any trouble finding us?
85. What's the last book you read?
86. What's the last movie you saw?
87. How old are you?
88. Are you single, married, separated, divorced?
89. What's your nationality?
90. What's your sexual orientation?
91. Are you ____ (Jewish, Christian, Buddhist, etc.)?
92. Do you have any physical problems?
93. What organizations are you a member of?
94. Have you ever been bankrupt?
95. What was your record in the military?
96. Have you ever been arrested?
97. Are you willing to travel?
98. Are you willing to relocate?
99. May I contact your current employer?
100. May I contact your references?
101. Is there anything else about you I should know?

102. What sort of salary are you looking for?
103. The salary you're asking for is near the top of the range for this job. Why should we pay you this much?
104. When can you start?
105. Is there anything that will inhibit you from taking this job if offered?
106. Are you considering any other offers right now?