

Sample Behavioral Interview Questions

1. Give an example of a goal you reached and tell me how you achieved it.
2. When you worked on multiple projects how did you prioritize?
3. How did you handle meeting a tight deadline?
4. What do you do when your schedule is interrupted? Give an example of how you handle it.
5. Have you ever worked on a team project where someone did not pull their weight? If so, what was the project and how did you respond?
6. Give an example to illustrate how you have improved the experience of a patient. How did you determine improvement was needed?
7. Give a specific example of a time when you had to deal with an angry patient. What was the problem and what was the outcome? What was your role in diffusing the situation?
8. Describe an instance when you had to think on your feet in a difficult situation. What caused the situation? How did your solution work?
9. Describe a time when you were faced with an obstacle to an important project? What did you do? Were you able to overcome the obstacle? What step(s) did you take?
10. Give a specific example of a time you had to deal with an upset co-worker. What was the person upset about and how did you handle? What was the outcome?
11. Tell about a situation at work where you realized a person needed help. How did you realize the person needed assistance and what did you do? What was the outcome of this situation?
12. It can be difficult to build good relationships at work and sometimes it doesn't always work. If you can, tell about a time when you were not able to build a successful relationship with a difficult person. How did you handle the situation? How did you accomplish the work?
13. Describe a situation where you felt you had not communicated well. How did you correct the situation?
14. Describe a time when you took personal accountability for a conflict and initiated contact with the individual(s) involved to explain your actions. What steps did you take? What was the result?
15. Describe a time when you've had to work with strong-willed peers. What did you do? How did you handle them so you could influence their decisions?
16. Give two examples of things you've done in previous jobs that demonstrate your willingness to work hard.

17. How do you go about explaining a complex technical problem to a person who does not understand the technical jargon? What approach do you take in communicating with people who do not know the technical jargon?
18. Describe a time when you worked as a member of a team to accomplish a goal of your organization. What role did you play? Describe how the team worked together. What was the outcome?
19. Describe a time when you received negative feedback and turned it into something positive.
20. Developing and using a detailed procedure is often very important in a job. Tell about a time when you needed to develop and use a detailed procedure to successfully complete a project.
21. Describe a time when you anticipated potential problems and developed preventative measures.
22. Everyone has made some poor decisions or has done something that just did not turn out right. Give an example of when this happened to you. What did you learn? What would you do differently?
23. Have you ever made a mistake? How did you handle it?
24. Describe a time when you went over and above your job expectation. What motivated you to put forth the extra effort?
25. Tell me about how you worked effectively under pressure.
26. Describe a stressful situation at work and how you handled it.
27. Give an example of time you provided effective patient education.

Always be prepared to answer:

28. Tell me about yourself.
29. What are your strengths and weaknesses?
30. Why are you interested in this specialty/hospital?
31. What are your 3-5 year goals?
32. Why should we hire you?