



20 YEARS SPECIALIZING IN SEARCH FOR LIFE SCIENCE INDUSTRY PROFESSIONALS

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The 25 Most Popular Behavior-Based Questions

Tell me about a time when you...

- 1...worked effectively under pressure.
- 2...handled a difficult situation with a co-worker.
- 3...were creative in solving a problem.
- 4...missed an obvious solution to a problem.
- 5...were unable to complete a project on time.
- 6...persuaded team members to do things your way.
- 7...wrote a report that was well received.
- 8...anticipated potential problems and developed preventive measures.
- 9...had to make an important decision with limited facts.
- 10..were forced to make an unpopular decision.
- 11..had to adapt to a difficult situation.
- 12..were tolerant of an opinion that was different from yours.
- 13..were disappointed in your behavior.
- 14..used your political savvy to push a program through that you really believed in.
- 15..had to deal with an irate customer (*co-worker/boss/subordinate*).
- 16..delegated a project effectively.
- 17..surmounted a major obstacle.
- 18..set your sights too high (or too low).
- 19..prioritized the elements of a complicated project.
- 20..got bogged down in the details of a project.
- 21..lost (or won) an important contract.
- 22..made a bad decision.
- 23..had to fire a friend.
- 24..hired (or fired) the wrong person.
- 25..turned down a good job.