



## Quick Tips: Behavioral Interviewing

### **BASIC TIPS:**

- Behavioral interviewing is a technique that gives employers insight into how a job candidate may react in certain workplace scenarios.
- The way in which a job-seeker answers specific questions reveals a lot about them to the hiring manager.
- The general logic is this: how you behaved in the past is often a likely predictor of how you will perform in the future. Rather than focus on how a candidate says he/she WOULD handle a situation, behavioral interviewing focuses on how a candidate actually DID handle a similar situation(s) in the past.
- The key to behavioral interviewing is to provide real-world examples where you exemplified positive, constructive behavior, and you are able to clearly share those situations in a professional way during an interview.
- In traditional interviews, questions like “what are your strengths and weaknesses?” are asked which typically have more straight forward answers. In a behavioral interview, an employer wants to know a candidate’s skills, thought process, critical thinking and problem solving abilities, communication skills, and personality. The interviewer will ask targeted questions to reveal how you handled certain situations and resolved particular problems in prior jobs.
- Common behavioral interview questions may include: 1) describe a difficult situation with a coworker, and how you handled it. 2) describe a decision you made that was unpopular in your former job, and how you handled implementing it with co-workers.
- The best way to prepare for a behavioral interview is to think about projects you worked on, and how you were able to overcome obstacles to make those projects successful. Also, participating in a mock behavioral interview will help you practice answering potential questions!