

Practice Interview Questions

Interviews can feel overwhelming and frustrating for everyone involved. This is especially true for those early in their career. Do you know what questions will be asked? Do you know how you'll answer? The key to a good interview is to balance preparation with keeping it real. Hiring managers can see right through canned responses to questions and often report being underwhelmed by some early career candidates.

Career Revolution surveyed hiring managers and recruiters to learn the questions they ask most of entry and mid-level candidates along with they interpret certain types of responses. Whether with a friend, family member or even a pet or mirror (if it gets the job done), the more you practice the more confident you'll feel in your next interview.

Common Interview Questions	Tips from Hiring Managers Things to Avoid	Tips from Hiring Managers What They Look For
You don't have a lot of job experience on your resume. Tell me about your experience working in teams or leading others.	<p>"Saying, I don't have any."</p> <p>"Revealing that you've never really had to work until now."</p> <p>"Saying, I wasn't at any of my jobs long enough to answer the question."</p>	<p>"Regardless of your experience, try and connect your experiences to the duties of the job you're interviewing for."</p> <p>"Even if you worked as a pizza delivery person or a food server, think of times you had to deal with difficult customers, co-workers or even stay calm under pressure."</p>
I see a long gap between your last job and today, what have you been doing during this time?	<p>"Revealing you were unemployed because you wanted to experience one last summer with your college roommates before making a full time commitment."</p>	<p>"Always speak to a gap in your experience timeline with purposeful activities, regardless of what they are."</p> <p>"Explaining you used that time to earn a professional certificate, finish your MBA, care for children, or even took a sabbatical to travel throughout Europe to study art."</p>
Why did you leave your last job?	<p>"We want candidates to be honest, but see red flags if they say they left their last job due to difficulty working with others or a manager."</p>	<p>"...being in a place a few years and being ready for the next step or the previous company downsizing and not having as much opportunity as before."</p>

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Why do you want to work for our company?	<p>“Avoid telling us it’s because we pay well.”</p> <p>“A red flag for me is when a candidate gives me the deer in the headlights gaze. Say something; anything!”</p>	<p>“Do your homework. Read the company’s webpage, financials and press releases. Be prepared to speak to recent company events.”</p> <p>“Know who our biggest customers and competitors are.”</p>
Describe your ideal workday.	<p>“Avoid talking too much about personal priorities outside of work.”</p> <p>“I have an internal eye roll when those earlier in their career walk me through an ideal day that seems to have more social activities and workouts than actual work.”</p>	<p>“Do your homework. Read the company’s webpage, financials and press releases. Be prepared to speak to recent company events.”</p> <p>“Know who our biggest customers and competitors are.”</p>
What are your greatest strengths and your greatest weaknesses?	<p>“Please don’t tell me you don’t have any weaknesses.”</p> <p>“The most canned response I hear is that the candidate’s greatest weakness is that they work too hard.”</p> <p>“So many people say their greatest strength is being a ‘people person’. It would be nice for candidates to explain this in a less generic way.”</p>	<p>“I’m always impressed when a candidate tells me they’ve asked for feedback before and shares what they’re strengths are and what areas they’ve been focused on to develop.”</p> <p>“A great response is when the candidate can speak to their greatest strength that when overused can be a weakness. Like, I’m a very creative person, but when I’m in stress mode I’ve learned that I can get too focused on creating and have to remind myself to take a step back and review my project plan and deadlines.”</p>
Where do you see yourself in 1 year?	<p>“I find it arrogant when young professionals tell me they’re going to be in my job in one year. Don’t get me wrong, I love the ambition, but it took me 5 years to be qualified to lead the team.”</p>	<p>“I love it when the candidate has an authentic response to this and tells me about where they’ve been and the specific experience they’re looking to gain.”</p>