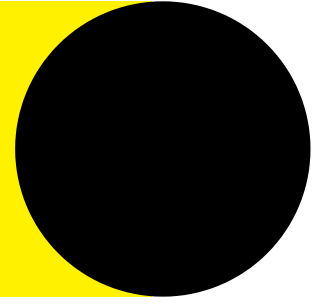# Here are some behavioral questions. Can you think of a response to each of them using the STAR approach?

1. Describe a situation when you demonstrated initiative and took action without waiting for direction. What was the outcome?
2. Tell me about a time you recognized a problem before your boss or others in the organization did.
3. Can you give me an example of a time when you had to analyze information and make a recommendation?
4. Can you describe a situation in the past where you demonstrated initiative and took action without waiting for direction?
5. We have all had situations where things went sideways on us. Can you recall a time when, despite careful planning, things got derailed and how you handled it?
6. Can you recall a time your work was critiqued and how you handled that?
7. Can you describe a recent job or experience that you would say was a real learning experience? What did you learn from the job or the experience, or about yourself?
8. Can you share with me a time where you felt your moral compass or ethics were being compromised?
9. Have you ever had the opportunity to learn from a failure? Please tell me about this. What happened?
10. Can you recall a time it was challenging or difficult to communicate with an individual or group of people? What made it difficult? How did you overcome the difficulties? What was the outcome?
11. Describe a time when your actions or goals were in conflict with another team member. How did you deal with the conflict? What was the outcome?
12. Do you remember a time when you misunderstood something as a result of not listening? What happened? How did you manage that situation? What was the outcome?
13. Describe for me a situation you were able to influence the action of others in the desired direction and/or to the desired outcome.
14. Can you describe to me a time when you were under pressure to make a decision? What happened?
15. Tell me about the client relationship you built that you are most proud of.

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