Tricky questions

To prepare yourself for questions that might come up during an interview, we created a list for you with questions and answers to obstacles.

If you answer these questions, think of an example!
If you don't know what to say, ask the interviewer a question:
- What do you mean (by this question)?
- Is this relevant for the job?
- I don’t understand what you mean, can you be more specific?

About yourself
• What can you tell us about yourself? Or as a statement: ‘Tell us about yourself’
• Lead us through your CV
• What are your strengths?
• What are your weaknesses?
• What if we would call your best friend; what can he/she tells us about you?
• What hobbies do you have?
• What do you do when you have time off?
• Is there someone you can lean on, who supports you?
• What makes you proud?

Education
• Why have chosen programme X?
• Why did you choose for this university?
• What is your education about?
• What is the most interesting course?
• Why did it take you so long to graduate?
• Why did(n’t) you do any extra courses?
• What more do you want to learn?
• Why didn’t you finish your education?

Your ambition
• What is your long-term goal?
• What is your ambition?
• Where do you see yourself in five years?
• How successful would you say you have been so far?
• Have you ever failed in study or work? What happened?
• Are you satisfied about your career so far?

You as a colleague
• Are you stress resistant? Can you give us an example?
• Can you work independently?
• Can you work in a team?
• Are you a team player?
• Are you a generalist or a specialist?
• How do you deal with critique?
• With what kind of colleagues do you like to work?
• How would you handle a problem?
Motivation
- What do you know about our organization?
- Do you know who our competitors are?
- What do you know about the vacancy?
- Why do you want to work here?
- What can you offer us that others can’t?
- Why should we choose you?
- You don’t have the required work experience, how are you going to compensate this?
- Why don’t you have any work experience at all?
- Why are you applying for this job?
- What do you think is the most interesting about this job?
- Why have you made certain career moves?
- What is most important to you in a job?
- What do you expect from this job?
- Are you prepared to: work late, take extra courses?
- We think you’re overqualified for this job; how are you going to handle this?
- How long will you stay at our organization?
- Do you have any other applications at the moment?
- What are you looking for? A job or a career?
- How committed are you, because not every day will be exited?

If you already have a job
- What are your most important tasks?
- What have you done in your former job?
- Why did you have so many different jobs?
- What is your biggest success?
- What have you learned so far?
- What is the most difficult part of this job?
- What is the reason you want another job?
- Why were you fired?

In conclusion
- Do you have any questions?
- When can you start?
- What is your notice period?
- What impression do you have of our company?
- Are you willing to move?
- Do you have your driver’s license?
- Do you have a car?
- What do you think of this interview?
Inappropriate questions

- Are you pregnant?
- Do you want to get pregnant?
- Are you religious?
- Are you a member of a political party?
- How do you think to combine this job with your family? Note: there are positions that don’t concern a job but a whole career of maybe 25 years. Then the question is relevant.

Things you can ask

- What caused this vacancy?
- What courses does the company provide?
- What development opportunities does the company provide?
- What does the selection procedure looks like?
- When can I expect an answer?
- What does the department look like?
- What will my first task(s) be?
- What will my first day look like?
- What is the position of my job within the organization?
- What expectations do you have according to my position?
- What is the most important thing about my position?
- Can you tell me about the organizational culture?
- What makes it fun to work here?

Possible obstacles

It might happen that during an interview you bump into obstacles, such as ‘you are too young’. Below you will find possible answers to avoid these obstacles.

You are too young

- Young, fresh ideas
- Motivated and enthusiastic
- Flexible and easy to adapt
- Cheaper
- Recently graduated and therefore up-to-date
- People who are having a job for years, also had to start without experience at one point

You don’t have enough work experience; I

- Have developed skills in other situations
- Have unpaid experience with this work
- Have experience through my internship
- Am willing to take some extra courses
- Know what I’m capable of
- Want to grab this chance
- Am a quick learner, can adjust very quickly
- Have extra motivation and effort
- Am very committed to this job
Too much education
- I am very motivated for this job
- I won’t be a threat to my colleagues / manager

Very variable background
- I’m not afraid of a challenge
- I’m very broad orientated
- I’m entrepreneurial, questioning and willing to start new things
- After consideration, I’ve selected this job
- I don’t want to reduce my options
- I’ve always been working, so that shows I’m very willing to work
- I try to show the resemblances between the different positions

Wrong experience
- The basic knowledge is present
- I’ve got a broader view
- Maybe my experience from another aspect might show in the future
- My interests are clearly in this area