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# INTERVIEW PRACTICE DECK



Pick a weakness unrelated to the  
job's core responsibilities and  
that you are already working on  
addressing  
(e.g. nervous giving presentations, so  
taking a public speaking class)

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**What is your greatest  
weakness?**

Pick one that's relates to the job's  
core responsibilities.  
Make sure to give a specific  
example of how you developed  
that strength.

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**What is your greatest  
strength?**

Focus on how your experience makes you a strong candidate. Let the job's core responsibilities and the values of the company guide your answer.

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**What makes you the best fit for this role?**

Most interviewers open with this. They aren't asking for your life story or full work history. Share a selection of your history that shows how you're a great fit for the job!

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**Tell me about  
yourself.**

Highlight how this position aligns with your career goals and note anything about the company culture that you think is a good match.

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**What do you hope to get out of this role?**

Use an example of a successful project that lets you show how you work your way to success that required a principle the organization values, such as communication or teamwork or independent decision-making.

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**How do you measure success?**

Choose something specific to this organization. Look at the company's website for their mission statement or strategic plan. Tie in how that aligns with your principles or goals.

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**Why do you want to  
work for this  
organization?**



Always answer negative questions with positive learning experiences. Ideally choose an example that shows off how much you've grown in a particular area.

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**When have you failed  
in your career?**

Give an example that shows how you've responded to criticism and how you've been able to integrate it going forward. They want to see whether you're able to learn and grow.

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**How do you handle feedback & criticism from supervisors?**

They want to see how you learn from success and failure and then integrate that learning into how you operated going forward. Give an example that shows this.

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**What is a work experience that helped you grow & succeed?**

Give an example that shows your interpersonal skills. If you haven't had issues with coworkers, say so. Then give an example of how you've been able to resolve conflict in other professional or public spaces.

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**How do you deal with  
coworker conflict?**

This is similar to "What do you hope to get out of this role?" Ideally, you'd highlight something key about the role that aligns with your career goals or personal principles.

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**What interests you most about this job?**

Don't badmouth your previous company or coworkers. Focus on how something about that environment wasn't the right fit. Make sure it's not something that is also part of this role or work culture!

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**Why are you leaving  
your current role  
or  
why did you leave  
your previous role?**

Give an example of how you thrived in your ideal environment. If this company doesn't have that environment, give an example of how you've been able to make that environment work instead, even if it's not ideal.

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**What is your ideal  
working  
environment?**

Give an example that illustrates  
your view of exemplary  
leadership, even if you haven't  
had management experience.  
You can say where you learned  
that approach to leadership as  
part of your answer, too.

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**What does leadership  
mean to you?**



They want to see your willing  
eagerness to grow as a  
professional. Give an example  
from your professional life,  
preferably about learning a skill  
that's relevant to the job.

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**How do you approach  
learning something  
new?**

Name your strategy and give a specific example of a time when you successfully juggled or a time that you unsuccessfully juggled and it led to your current strategy.

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**How do you keep on top of deadlines when juggling multiple projects?**

Employers sometimes like to see whether you maintain work-life balance. This lets you give them a glimpse of your interests and build personal connection.

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**What sorts of hobbies  
do you have?**

Think about this within the context of the role. In what way could this particular job grow over time? What direction do you want it to go? What direction do you think they want it to grow?

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**Where do you see yourself in 5 years?**

Keeping abreast of industry changes shows engagement. Mention professional memberships or specialized news platforms. End with a specific new happening in the industry.

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**How do you stay current?**

Similar to "how do you keep current," this question wants to see your engagement with the industry. Share an update or two and how you knew about them.

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**What do you see as the major trends in this field?**

Sometimes phrased "what would you do first in this role?" This aims to see if you're on the same page about the job's main concerns and how you approach stepping into a new position.

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**What do you see as  
the top priority for  
this role?**

Pick a low priority responsibility for the role (or something tangential, like the commute). After sharing why, show how you'll still be able to enthusiastically perform that task.

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**What interests you least about this role?**



If it's a management role share an example of how you lead, ideally showing how you lead successfully through conflict. If it's not a management role, you're unlikely to encounter this question.

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**What is your  
management style?**

They want to see if you're a match for their working environment. If you don't have a read on the office culture from the description or your research, hedge by giving examples of thriving in both.

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**Do you prefer  
working with a team  
or independently?**

They're looking for culture fit.  
After answering for yourself, it's a  
good opportunity for you to ask  
them what style of  
communication the office  
maintains.

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**What is your  
communication style?**

They want to see your problem-solving and decision-making skills. You can choose an example where you failed as long as you show how you learned from it and do better now as a result.

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**Tell me about a time that you took a risk.**

This is looking for both how you solve problems and how you operate in an information-scarce environment. Explain how you were able to perform an action while struggling with a communication obstacle.

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**What do you do when you need information from someone, but they aren't responsive?**

This looks at your comfort making decisions under pressure and without oversight. Explain how you arrived at being able to make the snap decision.

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**Tell me about a time that you had to make a quick decision.**

If you had an issue before and can be choosy, diplomatically share a change you'd like. Then ask if this would be possible here. If you need the job, share something you already know is different between the two.

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**What are you hoping will be different about this job compared to your previous/current one?**

This question is trying to see if you have what's called a "bias towards action." Give an example that shows your ability to read the needs of your environment and took proactive action.

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**Tell me about a time  
that you saw a  
problem and fixed it  
without being asked.**



Tie your answer to something about the job's responsibility, scope, or a skill that will serve you well in that role.

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**Who inspires you?**

Highlight the skills you have that match the job responsibilities. Add a unique skill or perspective that you have. Give an example of how that quality has served a team in the past.

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**What do you  
contribute to a team?**

They want to see your people  
skills and ability to stay cool-  
headed under pressure. Give an  
example that shows this.

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**How do you respond  
to other people's  
frustration or anger?**

Give an example that acknowledges that those are inevitable feelings, but that you know how to maturely handle them in yourself.

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**How do you handle getting frustrated or angry?**

Feel free to share if you are interviewing elsewhere. Just mention that you're particularly excited to be interviewing with them because of something particular to that role or the organization.

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**Are you interviewing  
with anyone else?**

Go in knowing the market rate for that position in that region with your level of experience. If your current salary is higher than market rate, you can also reference that.

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**What are your salary expectations?**

This can be an uncomfortable question. You can redirect by sharing the market rate for that position with your level of experience and ask if they are able to meet market expectations.

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**What is your  
current/previous  
salary?**

Be honest about your willingness to work outside of standard working hours. If this is a job requirement and you cannot do odd hours, ask about accommodation options.

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**How do you feel  
about working  
overtime or  
weekends?**



Don't forget that you are also interviewing them! Have about 5 questions ready based on the job description and the company's mission, website, and news updates.

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**Do you have any  
questions for me?**