

Top 50 Interview Questions and their answers for Freshers

1. Tell me about yourself

The most often asked question in interviews. You need to have a short statement prepared in your mind. Be careful that it does not sound rehearsed. Limit it to work-related items unless instructed otherwise. Talk about things you have done and jobs you have held that relate to the position you are interviewing for. Start with the item farthest back and work up to the present.

2. Why did you leave your last job?

Stay positive regardless of the circumstances. Never refer to a major problem with management and never speak ill of supervisors, co-workers or the organization. If you do, you will be the one looking bad. Keep smiling and talk about leaving for a positive reason such as an opportunity, a chance to do something special or other forward-looking reasons.

3. What experience do you have in this field?

Speak about specifics that relate to the position you are applying for. If you do not have specific experience, get as close as you can.

4. Do you consider yourself successful?

You should always answer yes and briefly explain why. A good explanation is that you have set goals, and you have met some and are on track to achieve the others.

5. What do co-workers say about you?

Be prepared with a quote or two from co-workers. Either a specific statement or a paraphrase will work. Jill Clark, a co-worker at Smith Company, always said I was the hardest workers she had ever known. It is as powerful as Jill having said it at the interview herself.

6. What do you know about this organization?

This question is one reason to do some research on the organization before the interview. Find out where they have been and where they are going. What are the current issues and who are the major players?

7. What have you done to improve your knowledge in the last year?

Try to include improvement activities that relate to the job. A wide variety of activities can be mentioned as positive self-improvement. Have some good ones handy to mention.

8. Are you applying for other jobs?

Be honest but do not spend a lot of time in this area. Keep the focus on this job and what you can do for this organization. Anything else is a distraction.

9. Why do you want to work for this organization?

This may take some thought and certainly, should be based on the research you have done on the organization. Sincerity is extremely important here and will easily be used. Relate it to your long-term career goals.

10. Do you know anyone who works for us?

Be aware of the policy on relatives working for the organization. This can affect your answer even though they asked about friends not relatives. Be careful to mention a friend only if they are well thought of.

11. What kind of salary do you need?

A loaded question. A nasty little game that you will probably lose if you answer first. So, do not answer it. Instead, say something like, that's a tough question. Can you tell me the range for this position? In most cases, the interviewer, taken off guard, will tell you. If not, say that it can depend on the details of the job. Then give a wide range.

12. Are you a team player?

You are, of course, a team player. Be sure to have examples ready. Specifics that show you often perform for the good of the team rather than for yourself is good evidence of your team attitude. Do not brag; just say it in a matter-of-fact tone? This is a key point.

13. How long would you expect to work for us if hired?

Specifics here are not good. Something like this should work: I,d like it to be a long time. Or As long as we both feel I,m doing a good job.

14. Have you ever had to fire anyone? How did you feel about that?

This is serious. Do not make light of it or in any way seem like you like to fire people. At the same time, you will do it when it is the right thing to do. When it comes to the organization versus the individual who has created a harmful situation, you will protect the organization. Remember firing is not the same as layoff or reduction in force.

15. What is your philosophy towards work?

The interviewer is not looking for a long or flowery dissertation here. Do you have strong feelings that the job gets done? Yes. That,s the type of answer were that works best here. Short and positive, showing a benefit to the organization.

16. If you had enough money to retire right now, would you?

Answer yes if you would. But since you need to work, this is the type of work you prefer. Do not say yes if you do not mean it.

17. Have you ever been asked to leave a position?

If you have not, say no. If you have, be honest, brief and avoid saying negative things about the people or organization involved.

18. Explain how you would be an asset to this organization?

You should be anxious for this question. It gives you a chance to highlight your best points as they relate to the position being discussed. Give a little advance thought to this relationship.

19. Why should we hire you?

Point out how your assets meet what the organization needs. Do not mention any other candidates to make a comparison.

20. Tell me about a suggestion you have made?

Have a good one ready. Be sure and use a suggestion that was accepted and was then considered successful. One related to the type of work applied for is a real plus.

21. What irritates you about co-workers?

This is a trap question. Think real hard but fail to come up with anything that irritates you. A short statement that you seem to get along with folks is great.

22. What is your greatest strength?

Numerous answers are good, just stay positive. A few good examples: Your ability to prioritize, Your problem-solving skills, Your ability to work under pressure, Your ability to focus on projects, Your professional expertise, Your leadership skills, Your positive attitude

23. Tell me about your dream job.

Stay away from a specific job. You cannot win. If you say the job you are contending for is it, you strain credibility. If you say another job is it, you plant the suspicion that you will be dissatisfied with this position if hired. The best is to stay generic and say something like: A job where I love the work, like the people, can contribute and can't wait to get to work.

24. Why do you think you would do well at this job?

Give several reasons and include skills, experience and interest.

25. What are you looking for in a job?

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26. What kind of person would you refuse to work with?

Do not be trivial. It would take disloyalty to the organization, violence or lawbreaking to get you to object. Minor objections will label you as a whiner.

27. What is more important to you: the money or the work?

Money is always important, but the work is the most important. There is no better answer.

28. What would your previous supervisor say your strongest point is?

There are numerous good possibilities: Loyalty, Energy, Positive attitude, Leadership, Team player, Expertise, Initiative, Patience, Hard work, Creativity, Problem solver

29. Tell me about a problem you had with a supervisor?

Biggest trap of all. This is a test to see if you will speak ill of your boss. If you fall for it and tell about a problem with a former boss, you may well be below the interview right there. Stay positive and develop a poor memory about any trouble with a supervisor.

30. What has disappointed you about a job?

Don't get trivial or negative. Safe areas are few but can include: Not enough of a challenge. You were laid off in a reduction Company did not win a contract, which would have given you more responsibility

31. Tell me about your ability to work under pressure?

You may say that you thrive under certain types of pressure. Give an example that relates to the type of position applied for.

32. Do your skills match this job or another job more closely?

Probably this one. Do not give fuel to the suspicion that you may want another job more than this one.

33. What motivates you to do your best on the job?

This is a personal trait that only you can say, but good examples are: Challenge, Achievement and Recognition.

34. Are you willing to work overtime? Nights? Weekends?

This is up to you. Be totally honest.

35. How would you know you were successful on this job?

Several ways are good measures: You set high standards for yourself and meet them. Your outcomes are a success. Your boss tells you that you are successful.

36. Would you be willing to relocate if required?

You should be clear on this with your family prior to the interview if you think there is a chance it may come up. Do not say yes just to get the job if the real answer is no. This can create a lot of problems later on in your career. Be honest at this point and save yourself future grief.

37. Are you willing to put the interests of the organization ahead of your own?

This is a straight loyalty and dedication question. Do not worry about the deep ethical and philosophical implications. Just say yes.

38. Describe your management style.

Try to avoid labels. Some of the more common labels, like progressive, salesman or consensus, can have several meanings or descriptions depending on which management expert you listen to. The situational style is safe, because it says you will manage according to the situation, instead of one size fits all.

39. What have you learned from mistakes on the job?

Here you have to come up with something or you strain credibility. Make it small, well-intentioned mistake with a positive lesson learned. An example would be working too far ahead of colleagues on a project and thus throwing coordination off.

40. Do you have any blind spots?

Trick question. If you know about blind spots, they are no longer blind spots. Do not reveal any personal areas of concern here. Let them do their own discovery on your bad points. Do not hand it to them.

41. If you were hiring a person for this job, what would you look for?

Be careful to mention traits that are needed and that you have.

42. Do you think you are overqualified for this position?

Regardless of your qualifications, state that you are very well qualified for the position.

43. How do you propose to compensate for your lack of experience?

First, if you have experience that the interviewer does not know about, bring that up: Then, point out (if true) that you are a hard working quick learner.

44. What qualities do you look for in a boss?

Be generic and positive. Safe qualities are knowledgeable, a sense of humor, fair, loyal to subordinates and holder of high standards. All bosses think they have these traits.

45. Tell me about a time when you helped resolve a dispute between others?

Pick a specific incident. Concentrate on your problem solving technique and not the dispute you settled.

46. What position do you prefer on a team working on a project?

Be honest. If you are comfortable in different roles, point that out.

47. Describe your work ethic.

Emphasize benefits to the organization. Things like, determination to get the job done and work hard but enjoy your work are good.

48. What has been your biggest professional disappointment?'

Be sure that you refer to something that was beyond your control. Show acceptance and no negative feelings.

49. Tell me about the most fun you have had on the job.

Talk about having fun by accomplishing something for the organization.

50. Do you have any questions for me?

Always have some questions prepared. Questions prepared where you will be an asset to the organization are good. How soon will I be able to be productive? And what type of projects will I be able to assist on? are examples.

HR Interview Questions For Freshers

1. Tell me about yourself?

I am down-to-earth, sweet, smart, creative, industrious, and thorough.

2. How has your experience prepared you for your career?

Coursework:

Aside from the discipline and engineering foundation learning that I have gained from my courses, I think the design projects, reports, and presentations have prepared me most for my career.

Work Experience:

Through internships, I have gained self-esteem, confidence, and problem-solving skills. I also refined my technical writing and learned to prepare professional documents for clients.

Student Organizations:

By working on multiple projects for different student organizations while keeping up my grades, I've built time management and efficiency skills. Additionally, I've developed leadership, communication, and teamwork abilities.

Life Experience:

In general, life has taught me determination and the importance of maintaining my ethical standards.

3. Describe the ideal job.

Ideally, I would like to work in a fun, warm environment with individuals working independently towards team goals or individual goals. I am not concerned about minor elements, such as dress codes, cubicles, and the level of formality. Most important to me is an atmosphere that fosters

attention to quality, honesty, and integrity.

4. What type of supervisor have you found to be the best?

I have been fortunate enough to work under wonderful supervisors who have provided limited supervision, while answering thoughtful questions and guiding learning. In my experience, the best supervisors give positive feedback and tactful criticism.

5. What do you plan to be doing in five years' time?

Taking the PE exam and serving in supervisory/leadership roles both at work and in professional/community organization(s).

6. What contributions could you make in this organization that would help you to stand out from other applicants?

In previous internships, my industriousness and ability to teach myself have been valuable assets to the company. My self-teaching abilities will minimize overhead costs, and my industriousness at targeting needs without prompting will set me apart from others. Additionally, one thing that has always set me apart from my scientific/engineering peers are my broad interests and strong writing abilities. I am not your typical "left-brained" engineer, and with my broad talents, I am likely to provide diverse viewpoints.

7. What sort of criteria are you using to decide the organization you will work for?

Most importantly, I am looking for a company that values quality, ethics, and teamwork. I would like to work for a company that hires overachievers.

8. What made you choose your major?

My academic interests are broad, so I sought civil engineering to achieve a great balance of mathematics, chemistry, biology, physics, and writing.

9. Have your university and major met your expectations?

The College of Engineering at MSU has exceeded my expectations by providing group activities, career resources, individual attention, and professors with genuine interest in teaching.

My major has met my expectations by about 90%. I would have enjoyed more choices in environmental courses, and would have preferred more calculus-based learning.

10. What made you choose this college?

I chose this college for the following reasons: my budget limited me to in-state schools, I was seeking an area with dog-friendly apartments, the MSU web site impressed me, I saw active student groups, and the people were very friendly.

11. List 2-3 of your greatest achievements since you've been in college and why? Receiving the SWE Outstanding Member Award and College of Engineering Student Service Award

I got involved with student activities to overcome my debilitating shyness. Receiving these awards signified that I had accomplished a transition from dragging myself to participate to feeling energized by it.

Receiving the SWE Web Site Award

Without training in web design, I competed against not only the other student sections, but professional sections around the nation. Despite competing with more HTML-experienced people, I brought this award to my section. After getting so much from SWE, I was able to give something back.

Earning the highest grade in an organic chemistry class of ~200 people

I worked very hard for this grade and loved the subject, so it was a great feeling to see that the hard work paid off.

12. Which subjects have you enjoyed studying the most and why?

I have enjoyed hydrology, fluids, solid & hazardous waste management, water and wastewater treatment, and oceanography because I love water and environmental topics.

Calculus and linear algebra excite me because I love logic.

I enjoyed the writing and analysis in economic history.

Business law thrilled me because I have a strong interest in legal matters.

13. Which subjects did you dislike and why?

Introductory soil elicited little interest in me, most likely because the professor was inexperienced, the book was ineffective, and I had little spare time that semester to look into other resources.

14. Do you have plans to continue your education?

Yes, but not immediately. I plan to continue part time with either an MBA or an environmental engineering masters, depending on which will be more beneficial to my work.

15. How would a professor who knows you well describe you? One who does not know you well?

A professor who knows me well would likely describe my personal qualities: sweet, down-to-earth, smart, hard-working, and conscientious.

As specific examples of those who did not know me well, my soils professor and soils teaching assistant each considered me smart and respectful, and both thought that I must have enjoyed the class a lot, due to my performance.

16. Given the chance, how would you alter your education?

Knowing now what I like the most, I would have used my electives for extra math and psychology classes, since I tend to be well-rounded enough that a variety of classes are unnecessary; my personal reading is diverse enough. I have found that mathematics and psychology are helpful to all career and life paths.

17. Which part-time job did you enjoy the most and why?

Working for PM Environmental was most enjoyable to me, since I felt like I was significantly contributing to the company, and I enjoyed learning on my own.

18. Interests:

Some of my interests include dogs, hiking, snow-shoeing, water sports, writing, reading (especially Charles Dickens' novels), skiing, drawing, crafts, and computers.

19. What are your strengths?

My strongest strength is the ability to teach myself difficult material, regardless of the subject (with the exception of theater and drawing blood from dogs, which I have no talent for). Additionally, I have always excelled verbally and look forward to writing opportunities.

20. What are your weaknesses?

I tend to try to do too many things, leaving little time for myself. I have worked on balancing myself for the last several months. I am also working on improving my public speaking skills.

21. What sort of serious problems have you experienced, and how have you handled them?

My apartment building burned down at the end of January during one of my semesters at MSU. Before the fire got too bad, I was able to rescue my pets and the neighbor's dog, as well as my textbooks and backpack, but I lost most of my mementos and possessions. While the firemen were preparing their hoses, I drove to school (with the animals in the car) to meet my lab partners, who were waiting for me. I explained the situation, emailed my professors, and rushed back to the apartment.

Fortunately, I had renter's insurance. I missed about a week of school to deal with the insurance matters and find a new place to live. In order to salvage my grades and sanity, I dropped a course and honored my existing student group and research commitments. Staying active socially and keeping myself well-rounded were the best healing tools for me. Within a few weeks, I was caught up and had recovered reasonably from the loss of sentimental items.

22. Do you or have you in the past experimented with illegal drugs?

No. My only addictions are caffeine and sugar.

23. Would you be willing to take a drug test?

Of course.

24. Do you drink alcohol socially?

No, but I enjoy Shirley Temples quite a bit.

25. If you had your whole life to live over, what would you do differently and why?

I was always good in math, but I wish that I would have focused on math more. I feel that mathematics can lead one anywhere, and is the basis of most disciplines.

On a personal level, I would have ensured that, despite pre-teen angst and insecurity, I would have been nice to everyone, even on especially bad days.

26. Which is more important to you, your salary or your job?

Salary is important, but I couldn't stay with a job that brought me misery when I could support myself doing something else; hence, my job is more important.

27. What have you found to be the biggest source of motivation in your life?

Taking advantage of my strengths so that they are not wasted. Since nobody is lucky enough to be strong in every area, I think it is important to make good use of one's strengths.

28. What sorts of things cause you stress, and how do you deal with them?

Lack of organization throws me off. To deal with this, I come up with some kind of system to organize things, even if it is only in my head, in the case when chaos is desirable.

29. What is your definition of success?

Being a good person by improving the quality of the lives of others, whether it be through work, doing sweet things, improving the environment/community, taking care of one's family, etc. Superficially, I tend to measure success by level of education and abilities within one's career; however, I try to remind myself of the things that are more important.

30. What qualities should a successful supervisor possess in regard to job requirements and those who report to him/her?

A successful supervisor should be able to tactfully give criticism, guide, motivate, encourage and foster a positive work environment.

31. How would you develop team spirit among the people that you supervise?

My experience in student groups has taught me that people work best when their friends (teammates) are counting on them to do well; therefore, I believe that bonding motivates people. I would also foster team pride by promoting our team's assets.

32. Do you like to work independently or as a team?

I like to work independently towards a team goal.

33. What kind of work environment do you like the best?

I enjoy working with friendly co-workers who can share a laugh while working hard and overachieving.

34. How would you resolve conflicts with employees, coworkers, and supervisors?

If possible, I would refresh my memory on what I've learned about conflict communication, and then I would discuss things, honestly and tactfully. I am a big fan of kind sincerity and honesty, as well as humility (when appropriate).

35. In what ways have you learned from your mistakes?

Upon getting myself overwhelmed with involvement in too many projects, I changed my approach. When possible, I now start with less than I can handle and add more only as time allows, and in small increments.

36. In what areas do you need to improve your skills?

I would like to improve my public speaking skills.