The Behavior Interview

In the vast majority of times, your interview will be of the Behavioral type. You will be asked questions about how you’ve “behaved” or acted in the past.

*Interviewers believe that past Behavior = Future Behavior*

…and there is plenty of research out there to support that theory. So, you’ll be asked to tell stories about your past behavior in terms of problems you’ve solved, goals you’ve achieved, challenges you’ve overcome, conflicts you’ve resolved, teamwork and leadership experiences, etc.

Behavioral type questions are easy because they are all about you, but, at the same time, they can be hard, because the answers are way back in your memory. So…you might want to write answers for typical interview questions BEFORE your interview using the outline below. This will ensure your own personal background and experience are at the forefront of your memory, which will allow you to answer questions eloquently and confidently.

Use this format and tell your detailed story in about 2-3 minutes.

1. **Introduction (create an initial picture, so your following actions can be better appreciated):**
   - Where
   - What
   - When
   - Why
   - Who

2. Tell about (address the questions asked – see numerous example questions):
   - A problem you had to solve
   - An accomplishment you’re proud of
   - A challenge you had to overcome
   - A conflict you had to resolve
   - An example of teamwork or leadership experience

3. Tell what you did (the action you took) to solve your problem, meet your goal, overcome your challenge, etc:
   - Action
   - Action
   - Action
   - Action
   - Action

4. Talk about the Results – good or bad. Sometimes poor results or mistakes are our greatest lessons

*Please remember…winning answers have lots of details.*