



25 competency based interview questions

Self-confidence

- Can you describe the situation when you had a different opinion than your boss (colleague, teacher), and your opinion proved correct at the end?
- How would you rate your skills in [any activity] on a scale from one to ten?

Decision making

- What was the toughest decision you ever made in your life?
- Did it happen to you that you stood in front of a decision, and didn't know what to do?

Flexibility

- Describe some changes (of methodology, business processes, schedule) that happened to you in your current or past job. How did the changes affect your work? How did you cope with them?
- What is your favorite ice cream? What do you do if they do not have your favorite flavor?

Listening skills

- Can you remember a situation when you did not pay attention to someone telling you something important?
- What do you think matters more to keep a conversation going – to listen, or to talk?

Communication skills

- Describe a situation when you struggled to explain something to someone.
- How would you start a conversation with a stranger? What topic of conversation would you pick?

Sales skills

- Try to sell me your mobile phone (your notepad, t-shirt, pen, anything in the office).
- Can you tell me about the situation when you had to “sell” your idea to your superior, colleague, friend, or a family member?

Motivation

- What motivates you to wake up and go to work every morning?
- Tell me about the crisis of motivation you experienced, either in your professional or personal life.

Loyalty

- Why did you leave your last job?
- Have you ever thought about making a lifetime career in a single company?
- What do you think about people who have the same job for ten years?
- What do you plan to do in five years from now?

Leadership

- Would you characterize yourself more as a leader, or as a follower?
- What characterize a great leader from your point of view?
- Can you describe a situation when you inspired someone to make a major change or decision?
- Talk about a situation when you led someone towards a goal they wanted to accomplish.

Source and more questions/answers: <https://interviewpenguin.com/competency-based-interview-questions/>