

15 Strategic Interview Questions to Ask Candidates

Role and company alignment

- Can you walk me through your experience at a high level?
- What piqued your interest about this opportunity?
- What are you looking for in your next role and what will you be assessing about our organization?
- What are your compensation expectations given what you've learned about the role so far?

Workplace experience

- What kind of technology have you used in your most recent role and how have you used it?
- What type of work have you enjoyed the most so far? (For new grads and internship candidates)
- Could you describe the team you work with right now?

Behavioral

- Tell me about an especially difficult problem you had to solve.
- Tell me about a time you worked on a project under a tight deadline.
- Tell me how you work in a team environment with a variety of priorities and opinions.
- Tell me about a time when you had to learn a new skill at work.

Self-awareness

- What are your areas of opportunity for growth?
- What's something you believe you do really well?
- What's a professional accomplishment you're most proud of?
- What are the most important values and ethics that you demonstrate as a leader?