

HR Interview Questions



A) Introductory questions

- **Tell me about yourself**
 - 2 mins max
 - Start by first thanking the interviewer for their time and make sure you look/sound excited for the call
 - Who are you?
 - Why did you decide to do the MIM program at IE?
 - What are some of the biggest learnings you're absorbing?
 - What are your career aspirations
 - Why would you love to join THIS company you're interviewing for?
 - Make sure you show excitement and motivation
- **Why IE? Why your choice of degree/masters?**
 - What were the reasons behind choosing this masters?
 - What are you most proud of this decision?
- **What are you the most passionate about in consulting/sales/marketing, tech, etc.**
 - Reflect on it. Write it on paper - it has to be genuine!
 - What are you most excited about learning in the coming future?
- **Why this company? Why this role?**
 - Obviously, you need to have done your research first
 - Leverage all the information gathered from the web, your network (i.e. IE Alumni)
- **What would you say are the three main hot topics or trends in the sector right now? How do you think they will shape the future?**
 - This question aims at understanding your passion and inquiring mind for the industry and sector of this company.
 - Make it a habit to consume news on industry trends on a daily basis
- **How do you see the sector (or the Company) evolving?**
 - Same as above
 - Make sure you follow the company news on their web, LinkedIn, etc.
 - As much as possible, develop a network within the company before your interview to gather insights

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- **Which are your 3 main strengths? Please explain them and provide an example of each.**
 - Make sure you take time to reflect on this question. The purpose behind this is for the interviewer to understand how genuine, self-aware and authentic you are.
 - If you need help or a wider perspective on your strengths, you may want to ask a few of your classmates, your CDA, a former manager, etc.
 - Mention soft skills that you can justify with examples in your job/academic experience.
 - Think of how these skills could also be relevant in the new job and/or how they could help you do adapt to this new career chapter
- **Which are your 3 main weaknesses? Please explain why you think they are weaknesses, what do they mean to your job and how you are trying to improve them**
 - Make sure you take time to reflect on this question. The purpose behind this is for the interviewer to understand how self-aware and authentic you are.
 - Be genuine. There's nothing wrong with having weaknesses or areas for improvement.
 - If you need help or a wider perspective on your weaknesses, you may want to ask a few of your classmates, your CDA, a former manager, etc.
 - After mentioning each one of your weaknesses - make sure you also say *what* you're doing/will do to improve on it!
 - Make sure you don't say a weakness that is a requirement for the job itself!
 - Never say - "I don't know". There's always something to work on!

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- **Describe 3 achievements that you have accomplished during your career/academic experience.**
 - Make sure you take time to reflect on this question. The purpose behind this question is for the interviewer to understand how you planned and executed a specific project, and if you analysed results and iterated accordingly.
 - Ideally mention examples of your professional/academic achievements - but if you can't come up with any good ones, feel free to pick a personal achievement of yours (i.e. moving continents and learning a new language, etc.!).
- **What would your former manager say if I asked them about you?**
 - Make sure you take time to reflect on this question.
 - Talk about your soft skills and the value you brought to your job experience or internship.
- **What kind of companies and jobs are you looking for?**
 - Be specific, but not too demanding. When in a real interview, use the job offer as a reference and try to see if there's a match between your desired job environment and the one offered by the company.
 - How do you envision your professional environment?
 - What type of organisation?
 - What kind of team would you like to be surrounded by?
 - What are the values that are so important to you?
 - Try to finish off with how you believe this job opportunity/company would be a fantastic fit for you for XYZ reasons! Show motivation!
- **Which would be your ideal job?**
 - Same as above
- **Which are your short term and long term goals?**
 - Take time to reflect on this properly. It's an important question that says a lot about your capacity to have a professional vision and plan ahead.
 - Consider various things in the short term such as opportunity to learn from others, acquire new skills, professional growth, etc.
 - For the long term - become a Senior XYZ/specialist, lead my own team, start my own company one day, etc.

HR Interview Questions



- **How do you see yourself in 5 years?**
 - This question requires previous preparation and reflection.
 - Where would you like to be in your career in 5 years time?
 - What about your personal life?
 - Where do you stand now in relation to that long-term goal?
 - How are you planning to get there?
 - Don't worry if you don't have it figured out, instead try to give some ideas and possibilities, you can even split the years in shorter chunks, show ambition;
- **What are you passionate about?**
 - This question can be a mix of professional and personal elements
 - Think about it and name a few things you're passionate about your industry
 - Also name some of the things you care about in life (i.e. sports, travelling, sustainability, etc.!)
 - If you can tie it up with what the company does (product, services or company benefits/culture), even better!

B) Behavioral questions

- **What has been the most challenging / stressful experience you have faced so far?**
- **Tell me about a time when you failed at something that mattered to you.**
- **Tell me about something you are particularly proud of**
- **Can you give me an example of conflict you faced when working as part of a team?**
- **Tell me about your greatest leadership challenge/achievement**
- **Tell me about a time when you used data to solve a problem.**

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- **Tell me about a time when your ability to build strong relationships/influence others made a difference**
- **Tell me about a time when you received difficult feedback**
- **Can you tell me of a time when you dealt with a difficult person?**
- **Tell me about a time when you had a disagreement with your manager/ someone?**
- **Give me an example of a time when you had to push back against someone else's decision/opinion?**
- **Tell me about a time when you had to think outside of the box?**
- **Tell me about a difficult decision you have had to make with not enough info/ a decision you regret?**
- **Tell me about a creative/innovative/out of the box solution/approach you have come up with.**
- **Tell me about a time you were asked to do something which was against your principles.**

C) Conflict management questions

- **How do you handle conflicts?**
 - The purpose behind this question is for the interviewer to understand how you behave in conflictive/sensitive situations in a professional/academic environments (with coworkers, classmates, clients, etc.)
 - Start generic, but move to a specific example if possible
 - You can use the STAR Method or similar here too
 - Be careful with criticising former colleagues - stay professional
- **Have you ever had any issues with a coworker?**
 - Same as before
 - You can refer to a situation at a previous job, at university or during the bootcamp too. The point is to understand how you handled the



situation.

D) Specific and tricky questions

- **Tell me something interesting about yourself that is not written on your resume**
 - This is a question that tries to surprise you. It doesn't have to be professional.
 - Feel free to share something personal (a trip you made, a project you lead outside your professional area, etc.)
 - The purpose of this question is to get to know you better - outside of the professional scene.
- **Are you currently involved in any other interview processes?**
 - Be honest and if you are in several processes, say it in the right framing. You don't have to mention the number of processes; the purpose of this question is to understand if you are serious about this opportunity/your career
 - Feel free to stress the fact that you're much more interested in THIS specific job offer than any other you're interviewing for (if you truly are). It's time to let them know that you may be stolen by another company - but that you're super motivated to join THEM!
- **Why should I hire you?**
 - It's time to pitch yourself again, now in a different style.
 - Stress your key personal skills
 - Let your motivation be seen
 - Through your words (choose strong verbs and adjectives i.e. *fascinated by, enjoy, love, etc.*)
 - And through your body language
 - Smile, look them in the eye
 - Other resources - maybe a pinch of humour?

HR Interview Questions



- **Why do you want to work here?**
 - Be specific
 - Express your personal passion for the employer's product/service/mission.
 - *"I'm very passionate about X and would be thrilled to work for an organization that subscribes to the same core values..."*
 - Explain why you would enjoy the responsibilities of the role.
 - Describe how you can see yourself succeeding in the role, given your skills and experience.

- **What sets you apart from the other interviewees?**
 - Similar to previous question
 - Be genuine - recognise that there might be other very talented candidates
 - But you, your motivation, your achievements, your perseverance, loyalty, etc. will be shown straight away!

- **Which are your salary expectations?**
 - Do your research first
 - Check Glassdoor, LinkedIn salaries, [Salary.com](https://www.salary.com), [Robert Half](https://www.robert-half.com), [Indeed.com](https://www.indeed.com), [Comparably](https://www.comparably.com), [ZipRecruiter](https://www.ziprecruiter.com) to see salary standards for a junior position in your city/country
 - Analyse your background and what transferable skills you'd bring to the table if they were to hire you (name a few important ones)
 - Analyse the job description to check what requirements you meet (no need to specifically tell them, but this may help you build your case)
 - Check your regular fixed expenses (monthly rent, cost of living in X city, etc.)
 - Give them always a range in gross, i.e. 50-55K EUR a year (never one figure only)
 - Mention that you are flexible and are willing to negotiate and consider other compensations, such as remote work, health insurance, wellbeing services, extra holidays, etc.