

Behavioral Interviewing

During a behavioral interview, the interviewer will ask questions directed toward **actual past experiences** you have had in relation to a situation. One such question might be: *"Give me an example of a time when you needed to adjust quickly. What did you do and how did it turn out?"*

Before you begin to answer this type of question, keep in mind that the interviewer doesn't want to hear your opinion or the way you *tend* to act. They would like you to think of a specific instance from your past which fits the question stated. Therefore responses that begin with "I think", "I believe", "I am" or "I will" are not appropriate.

When you respond to interview questions phrased like the example above, the interviewer will be looking for the following information: 1) a brief description of the problem or situation, 2) your actions, and 3) the result of your actions.

Many times, people who are being interviewed feel that they must have an immediate answer to each a question. This is not the case for behavioral interviews. The interviewer expects that you will need time to think in order to remember a specific past experience. Don't worry about a minute or two of silence. Take time to think of the best possible example.

Behavioral interviewing is a great way for you to communicate what you can do!