

Are you prepared for These Types of Executive Interview Questions?

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October 14th, 2016

By asking non-traditional interview questions, hiring executives and search consultants can find out how you will perform in the position, uncover your problem-solving skills, see how you react to unpredictable circumstances, and numerous other traits that could make you successful or unsuccessful in the role.

Here are some examples of traditional and non-traditional questions and suggestions on how to formulate your responses. As you prepare for an interview, you may consider putting together some notes and stories with examples. Also, take the time to prepare a few questions of your own for the interviewer. Some examples of these types of questions are shown in the below infographic.



Tell me about yourself.

As one of the most common interview questions, it is probable that you will be asked this during at least one interview in the hiring process. By asking this question, interviewers are looking to see how you adapt and what things you decide to focus on while talking about yourself.

The best way to answer this question is by summarizing your career thus far (highlighting key achievements that relate to the role you're interviewing for) and where you see your career going in the future (reiterating why you think working for this company fits your future goals).

What was your reason for leaving your last employer?

Be honest when answering this question, but don't be too negative. Point out positive developments that transpired as a result of leaving the company and explain that you are keen to enter the following stage of your career.

What are your strengths?

This question should be answered using two or three attributes or skills that are relevant to the position for which you're interviewing. It's important to cite evidence of these strengths through CAR stories and by citing reviews or observations coworkers or superiors have made about your performance. Otherwise, it will seem like you're simply bragging.

What are your weaknesses? Or tell me about a failed project.

This question can be difficult for interviewees at all levels, but that's what makes it a great question from the interviewer's perspective. Rather than focusing on all the things you may not be as good at, you should choose one weakness or failed project and explain a situation where you've improved or overcame that weakness or project (again a CAR story could be very effective here).