

QUESTION	ANSWER
COMMON/FILL IN THE BLANK QUESTIONS	
TELL ME ABOUT YOURSELF	My name is _____ and I am a _____ Major from _____, _____. I am concentrating/majoring in _____ because I like how it [what SPECIFICALLY about accounting made you choose to pursue it?]. I am currently a member of _____ Club and _____ Club on campus, and have work/leadership experience as [job/leadership role]. I hope to [what do you SPECIFICALLY want out of this job?] as a [position] should I be given the opportunity!
In a situation where your teammates have a disagreement, how do you handle this situation?	When my teammates cannot find an agreeable solution, I [do you talk to each separately? seek common ground? offer a different solution? try to identify the root problem and find ways to work around it?] (EXAMPLE)
What is your biggest weakness and how does it affect you in a group setting?	In my time as a student/[job], I have found that my greatest weakness is _____. In a group setting, this has negatively affected myself and my teammates in that _____ (EXAMPLE). HOWEVER, by _____ and _____, I am actively seeking to get better at _____ (EXAMPLE). (tip: not a strength disguised as a "weakness" (i.e., "I work too hard"/"I care too much")--what is an area of opportunity for personal and professional growth and what are you doing to fix it?) good ones: struggle to ask for help; fear of public speaking; get hung up on minor details
When working on a project, how would you deliver criticism to members that aren't performing up to a certain standard?	If one of my teammates is not fulfilling his/her role up to standard, I [confront them directly/talk to my teammates to decide on a solution/do the work myself/talk to my professor]. (EXAMPLE if applicable)
What separates you from other applicants?	What makes me an ideal fit for this position is my [work experience/unique interests/passion for helping others/perspective/personal goals to help the firm--how can you specifically help the employer with your unique skill set and experience?]
What is your ideal company environment?	I would thrive in a professional environment which promotes [healthy competition/close bonds between coworkers/manageable work-life balance/collective motivation/open communication between all employees].
greatest strengths?	I am an extremely skilled [writer/leader/speaker]/I am extremely [self-motivated/perseverent/detail-oriented]. (EXAMPLE) (also: make sure that this strength is specifically tailored to the position for which you are applying--the question is really "what makes you better than the next applicant?")
How do you work with teammates that have different views and values as you do?	If I am in a situation in which my teammates and I hold fundamentally different values, I [seek common ground/make sure we are working toward the same goal even if we have some personal differences]. (EXAMPLE)
What is your leadership style?	In a leadership position, I find myself [doing jobs that need to be done and rising to leadership roles that way rather than just assuming them/naturally in control of the situation, as I am inherently comfortable with quick decision making and delegating tasks/assessing the specific needs and views of the group to see where I am needed, as I am naturally more introverted rather than assertive] (EXAMPLE)
How do you handle stressful situations?	I first figure out what exactly needs to be done, shut out all distractions and solutions, and tackle each problem in order of importance. By creating a plan, I can much more effectively find an adequate solution (EXAMPLE)
How do you deal with criticism?	I am working on not taking things personally, and to instead channel this kind of feedback into a learning experience/I assess my recent actions inspiring the criticism and set a specific plan to alter my behavior (EXAMPLE)
What makes a good leader?	the ability to know when to take charge and when to listen; acknowledges that he/she may not always know best and always strives to support EVERY team member; is able to make quick decisions under pressure
If you are to make the final decision in a group and everyone is not in accordance with you, how would you respond to this situation?	I would fully explain, to the best of my ability, the pros and cons of the decision and why I believe that my decision is the most effective in the long term/for a greater amount of people. I would LISTEN to people's complaints and seek to alleviate any concerns (EXAMPLE if applicable)
Are you a more hands-on or hands-off worker?	1) I am a more hands-on learner in that I ask a lot of questions and learn best by example. 2) I am a more hands-off learner in that I learn best in real-life situations; I prefer to find as many answers as possible through work, but I am not afraid to ask for help.
Why do you like (or not like) working with a team?	1) I like working on a team because I know that my opinion is not always right (often wrong or incomplete) and that by listening to my teammates' opinions, we are able to achieve a more thorough and appropriate solution 2) While I enjoy working with teams in that hearing different opinions broadens my perspective, I find that I am naturally a more independent worker. I am able to focus and work most efficiently when I work alone (EXAMPLE)
What do you want to get out of college?	I want to gain confidence in my own abilities as a student and future professional/I want to find a path about which I am passionate/I want to develop my leadership and public speaking skills through campus involvements/I want to utilize my skills as a leader to help other students
What is your typical way of dealing with conflict?	By nature, I [avoid conflict or mediate in the most diplomatic way possible; I like to hear both sides and work toward mutually beneficial solution/I fully explain my point of view and then listen to the other person's entire explanation; while I stick up for myself and my opinion, a solution cannot be reached if we refuse to listen to each other. In this way, we are able to define the exact points of contention and find an adequate solution] (EXAMPLE)
How have you maintained relationships with your co-workers? What skill do you use?	Having healthy relationships with my coworkers is the cornerstone of a welcoming work environment, and therefore I put effort into getting to know those around me and making them feel comfortable. I always make sure to [openly communicate if we have an issue before it can become a bigger problem/get to know them and their interests, initiating a more friendly relationship rather than strictly professional/I never get visibly frustrated if they make a mistake or are unkind] (EXAMPLE)
What role do you normally take on a team? Why?	1) In a team setting, I most often find myself in a leadership position because I am able to both think and act quickly. I enjoy uniting my team members under a common goal and finding a way to achieve a solution, and I find myself delegating tasks to others and acting as a team representative if no one else steps up 2) Naturally introverted, I often avoid positions and situations which direct too much attention toward myself. Instead, I am able to accurately define tasks that must be accomplished and take the responsibility upon myself to complete them; as more of a servant leader, I prefer to work with my teammates as equals rather than as one "leader" and the rest as "followers"
PERSONAL QUESTIONS	

What was your greatest achievement as a leader? What were you most proud of?	
Biggest failure?	
Can you tell me about a time when you let your team down? What did you do? How did you react?	
Tell me about your proudest professional accomplishment.	
What unique attributes would you bring to the firm?	
What motivates you?	
What is the STAR method?	<p>Situation: was this a group project? a task you had to accomplish for a job/club leadership position? what was the specific scenario of this story?</p> <p>Task: what was your specific responsibility?</p> <p>Action: exactly what steps did you take to solve the problem/achieve your goal?</p> <p>Result: what specific outcomes did your actions achieve?</p>
STAR METHOD	
Question	
Describe a situation in which you were required to finish multiple tasks by the end of the day, and there was no conceivable way that you could finish them.	
Give an example of when you disagreed with a teammate. How did you resolve it?	
Describe a situation in which you did more than required. How did you feel, and what did you do? Were you recognized?	
How do you handle a challenge? Give an example.	
Give me an example of a time when you had to make a split-second decision?	
Give me an example of when you showed initiative and took the lead.	
Tell me about a time when you made a mistake and you had to fix it. How did you fix the problem?	
Give an example of a goal you reached and tell me how you achieved it.	
Tell me about a time you wish you'd handled a situation differently with a colleague.	
Tell me about a time you failed. How did you deal with the situation?	
Describe a time you made an error. Why did you miss the mistake? How did you handle the situation?	
Can you describe a time when changes happened that you couldn't control? How did you react?	
Give me an example of a time you were able to be creative with your work. What was exciting or difficult about it?	