



Phone Interview Questions

We share these as we want you to feel as prepared as possible before taking the time to talk with us.

1. *Not every interviewer will cover all these questions and they will all have their own style in proceeding through the questions. They may ask questions not on this list.*
2. *You will see headings based on some of our [Core Values](#); these are essential to how we work and we want to hear how you have displayed these in past situations.*
3. *Please **don't write out or memorize your answers** as we want to hear your authentic answers.*

Work History, Priorities, Goal Questions

- As an introduction, please take 2-3 minutes to tell me about your career so far. Start wherever relevant and highlight things applicable to the role you applied to.
- What elements of a job are most important for you to have in your next position/company? What is prompting or prompted your move from your current company?
- What are some of your professional goals and what is your timeline for achieving them? What does growth look like for you?
- Any tasks in our job posting that feel unfamiliar or like they might be a bit of a stretch for you?

Passion Questions

- In your current/most recent position, what activities or tasks are you most passionate about? What gives you energy and you would like to do more of if you get the chance?
- What activities or tasks are you less passionate about? The assumption is you do it and do it well since it's part of your job, but preference-wise, you'd prefer to spend less time on the task and would be happy to give it to someone else.

Excellence Questions

- Could you share a recent accomplishment of which you are most proud?
- Tell me about a time when you helped improve something at work.

Professional Questions

- Tell me about a time when you made a decision for the greater good of the company.
- Tell me about a time when you had to stand up for a decision you made even though other important people were opposed to that decision.

Honesty and Integrity Questions

- Tell me about a time when you had to stand up for a decision you made even though other important people were opposed to that decision.
- Do you have core values/principles that influence how you operate professionally? Please share an example of when one played into a decision you made.



Experience Questions

- Tell me about a time when you successfully supported an upset customer.
- Tell me about a system or program at a job or in school that you found challenging to learn.

Compensation/Job Transition History

- What is the range of compensation are you seeking?
- Have you ever been fired from any job? For jobs where you resigned, what factored into your decision to resign?
- How has your job search been going? Are you in final rounds with any companies you're interested in?

Wrap Up

- Do you have any questions for us?