










Interview Questions

Questions asked by interviewers often have a specific purpose or intention. In this document we have listed the types of questions you can ask a candidate. Once the interview is complete candidates may be curious why they were asked a question and this document can help you to give context to the types of questions asked in an interview.









Types of Questions

	PERSONALITY	The purpose of these questions is to understand who you are as a person – what you like, what you're interested in, any hobbies.
	GOALS & INSPIRATION	This type of question is to understand career aspirations you have and what you are looking to gain from this role (e.g. skills, experience).
	COMPANY FIT	The purpose of these questions is to understand if you'd fit into the company's culture. This could be from having similar values as the company to having similar attitudes as those working in the company.
	TECHNICAL SKILLS	The purpose of these questions is aimed at testing your technical proficiency – to verify that you know and understand the language that will be used in the setting.
	PROFESSIONAL EXPERIENCE	The purpose of these questions is aimed to gauge your level of experience and whether these experiences are applicable to the role.
	BEHAVIOUR	Behavioural questions are aimed at understanding how you will respond to situations that arise in the workplace. These may be targeted towards traits such as leadership skills, conflict resolution skills or team working skills.
	PROCESS THINKING	These questions may seem random – but don't panic! Interviewers use these questions to understand the process of your thinking – most of the time your answer is not necessarily important but is about how you respond and justify your answer.
	LOGISTICS	Logistic questions are asked to see what support you need at work. These are administrative questions and will change depending on the role.

 **REMEMBER:** Check if the candidate as has used the **STAR technique**, e.g. describing the 'Situation' they were in, the 'Iask' they had to do, the 'Action' they took and the 'Result'.

Interview Question Examples



	PERSONALITY	<ul style="list-style-type: none"> <input type="checkbox"/> Introduction about yourself including work experience. <input type="checkbox"/> What are your strengths & weaknesses? <input type="checkbox"/> What are you passionate about? <input type="checkbox"/> What support do you need from me? (Manager) <input type="checkbox"/> Where might you struggle?
	GOALS & INSPIRATION	<ul style="list-style-type: none"> <input type="checkbox"/> What were the reasons for leaving your previous job? <input type="checkbox"/> Where do you see yourself in 5 years? <input type="checkbox"/> Why Accenture/Consulting/this job? <input type="checkbox"/> What are you looking to gain from this role? <input type="checkbox"/> What are your expectations of this role? <input type="checkbox"/> Do you have any questions? <input type="checkbox"/> What do you think are the current/upcoming challenges for this industry?
	COMPANY FIT	<ul style="list-style-type: none"> <input type="checkbox"/> Name new and trending technologies. <input type="checkbox"/> What do you know about Accenture? <input type="checkbox"/> What can you offer to this job? <input type="checkbox"/> What excites you about the industry?
	TECHNICAL SKILLS	<ul style="list-style-type: none"> <input type="checkbox"/> Skill based scenario questions or technical knowledge questions. <input type="checkbox"/> Confirming knowledge of specific skills such as coding/debugging. <input type="checkbox"/> Providing evidence on previous project experience & technical understanding. <input type="checkbox"/> Group or individual challenge or test.
	PROFESSIONAL EXPERIENCE	<ul style="list-style-type: none"> <input type="checkbox"/> What previous experience have you had? <input type="checkbox"/> Most significant accomplishment? <input type="checkbox"/> Tell me about this experience on your CV?
	BEHAVIOUR	<ul style="list-style-type: none"> <input type="checkbox"/> Provide examples of experiences that showed how you handle; challenges, conflict, displayed resilience, displayed leadership, excelled at something or learnt a new skill. <input type="checkbox"/> How do you manage workload? E.g. Given a list of tasks, how do you prioritise them? <input type="checkbox"/> Questions are directed about how you handle work as an individual and in a team scenario. <input type="checkbox"/> Role playing or group activities. <input type="checkbox"/> What makes you a great leader?
	PROCESS THINKING	<ul style="list-style-type: none"> <input type="checkbox"/> How many tennis balls can you fit in a bus? <input type="checkbox"/> What character would you be? <input type="checkbox"/> If you could be an animal, what would you be and why?
	LOGISTICS	<i>Not necessary to ask these questions for a mock interview.</i>