



Recruitment & Selection Workshop

Examples of Situational Questions

These questions are examples of situational questions that can be incorporated into a selection interview. They are non-discriminatory, and are meant to be combined with other types of interview questions to form a comprehensive selection interview.

When conducting an interview you can use these questions verbatim, or use them as thought starters to design your own questions.

Ethics

If you saw a co-worker begin to work without wearing the required safety gear what would you do?

Prioritization

This work environment is fairly fast-paced. What would you do in a situation where you were presented with a deadline for completing a piece of work that you felt was not doable in the time allowed, given the volume of previous work you had already been assigned?

Business Acumen

Here is the situation: you are asked to prepare a business case for a particular initiative. What steps would you take to complete this task?

Multi-tasking

Sometimes at work we are in the position of being pulled in multiple directions at one time. How would you cope with that situation?

Coping with Change

If you feel yourself getting overwhelmed at work by the volume of change, what coping strategies do you use to get yourself back on track?

Initiative & Problem-solving

You have just been asked to solve a problem for a very important client, but it involves a situation that you have never dealt with before. Your manager is not around to help. There is no established precedent or process for dealing with this issue. What do you do?