

Sample Interview Questions

Sample Interview Questions for Engineering Positions



Introduction

Successful interviews are all about asking the right questions. As the interviewer your job is to take the lead. When interviewing for engineering positions, the most suitable candidate will demonstrate a healthy mix of both technical and soft skills. There is no doubt that engineering is a technical role, but skills such as written and verbal communication, problem-solving, organization, leadership, and analytical ability are just as critical.

Beyond a few general questions at the start of the interview, most questions should be a combination of behavioral and situational questions. Behavioral questions are centered on conduct in past work situations while situational questions are hypothetical and focused on the future. In combination you should get a good sense of past and future performance.

Select a few general questions followed by several behavioral and situational interview questions from the lists provided that are most relevant to your

position and modify the questions as appropriate for your position. These questions will enable you to evaluate the candidate's ability to apply their technical knowledge in a methodical manner as well as their approach to problem-solving, organization and time management, teamwork, and communication. Be sure to ask all candidates the same questions to better evaluate who the best fit for your organization would be.

General Interview Questions

1. Tell me a little about yourself.
2. What attracts you to a career in engineering?
3. What do you regard as the biggest challenge facing the engineering profession today?
4. What engineering skills have you developed or improved upon over the past year? How do you stay current?
5. Which software applications are you familiar with? What is the most interesting thing you know how to do with one of the applications?
6. What programming languages have you used?
7. Describe the ideal level of interaction with coworkers that allows you to be most successful.
8. What do you enjoy and what do you dislike about engineering?
9. Why are you interested in this position?
10. How did you hear about the position?
11. What do you know about our company?
12. What sort of engineering problems do you think we come across here?
13. What are your greatest professional strengths and weaknesses?
14. What is your dream job?
15. Where do you see yourself in five years?

Behavioral Interview Questions

1. Describe your most successful project. What enabled you to achieve that success?

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2. Tell me a project/assignment that didn't go as planned. How would you approach the situation differently in the future?
3. Tell me about the toughest engineering challenge you've been involved with recently. What did you accomplish?
4. What is the agile software philosophy? How have you used it? Walk me through your process.
5. How do you keep yourself organized? Provide examples.
6. Tell me about a time you worked with coworkers to solve an issue at work. Discuss your specific role on the team. How did you apply your problem-solving skills?
7. Describe a situation where you took initiative or displayed an entrepreneurial approach.
8. Describe the process you use for writing a piece of code, from requirements to delivery.
9. Describe a situation where you dealt with a very difficult client.
10. Give me an example of a time when you applied analytical techniques to define problems or design solutions.
11. Describe the checks and balances you use to make sure you don't make mistakes?
12. Describe the most challenging report or presentation you had to complete.
5. What would you do if a coworker asked you to review their code and it was full of errors?
6. What would you do if a project fell behind schedule and it was your fault?
7. Your manager wants you to buy new software for the office, but you think it will decrease productivity. What do you do?

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Situational Interview Questions

1. Imagine if a project or proposal of yours is met with resistance. How would you handle this situation?
2. How would you approach this problem _____ (define a specific problem/scenario)?
3. How would you handle it if you knew someone was doing something unethical?
4. What would you do if your team member didn't complete their part of a project on time?