# Conquering Behavioural Interview Questions

**What are behavioural interview questions?** Behavioural interview questions are questions that require candidates to share examples of specific situations they’ve been in where they had to use certain skills. Employers want to see how you respond in certain situations by hearing about an experience you have had. These questions can include things like, “Tell me about a time you had conflict with a co-worker”, or, “How do you handle tasks with short deadlines? Give me an example.”

## Method for Conquering These Questions

The PAR Method – a method to clearly describe your experience, skills, and abilities.

* **P**roblem
* **A**ction
* **R**esult

## Examples

Tell us about a time you had to demonstrate leadership skills in a group environment. What was the result?

* **Problem:** No assigned leader, it was a team of workers to complete a project
* **Action:** Recognized no one was keeping track of work completed and things were being done twice.
* **Result:** Work was done quicker and you were able to provide a list of what was accomplished at the end of the work day.

Have you ever been working on a task that had a tight deadline that you were not sure you would be able to complete? How did you handle the situation?

* **Problem:** A report was due by the end of the work day and you did not have it fully complete because there were many unexpected problems that week.
* **Action:** You requested an extension but unfortunately it was not possible. You asked a co-worker who had their report complete to help you finish.
* **Result:** Since the co-worker was done their report they were able to cover your work while you focused on getting the report done. Your manager also agreed to stay late to help if needed since they could not offer an extension. But with your co-worker able to help cover your other duties, you finished on time.