

114 Situational Judgement Interview Questions to Hire Top Talent

Questions

1. You notice a colleague consistently missing deadlines, impacting the team's progress. How do you address this situation?
2. During a team meeting, your idea is dismissed, but you believe it has merit. What do you do?
3. You accidentally spill coffee on a coworker's important documents. What is your immediate reaction?
4. You are assigned a task you have never done before, and you are unsure where to start. What is your approach?
5. You observe a colleague taking credit for your work during a presentation. How do you handle this?
6. Your supervisor gives you conflicting instructions from what you learned in training. Which do you follow?
7. A customer is upset and yelling at you about a product malfunction. How do you respond?
8. You realize you made a mistake that will impact a project deadline. What are your next steps?
9. You overhear two colleagues arguing loudly in the breakroom. What is your response?
10. You are asked to complete a task that you believe is outside your job description. How do you proceed?
11. Your team is facing a major setback on a project. How do you help maintain morale?
12. You receive negative feedback from your manager. How do you react?
13. You notice a security breach in the office, such as an unlocked door late at night. What do you do?
14. You are working on a group project, and one team member is not contributing their fair share. How do you resolve this?
15. You are running late for an important meeting due to unforeseen circumstances. What do you do?
16. A colleague asks you for help with a task, but you are already overwhelmed with your own workload. How do you respond?
17. You realize that a coworker is spreading rumors about another colleague. What do you do?
18. Your team is asked to implement a new policy that you disagree with. How do you handle this?
19. You are presenting to a client, and you realize you have made a mistake in your presentation. How do you recover?
20. You are asked to work overtime on short notice. How do you respond if you have prior commitments?
21. During lunch you see a senior colleague bully a junior colleague, how do you respond?
22. There is a new work process that has been introduced and you see that the rest of your team is not following it. What do you do?
23. You find a wallet on the floor and it has a credit card and drivers license. What do you do?
24. Your manager has been giving you a lot of work but you are unable to complete it due to personal reasons. How do you approach this situation?
25. You are in a meeting with your skip level manager, and they ask you about your team. They specifically ask you about an area that the team needs to improve upon. What do you say?
26. You have been working for 6 months and realize that you dont like the work. What do you do?
27. Your team despises using a specific software application but the manager wants you to keep using it. What do you do?
28. You have determined a software is ineffective. How do you communicate this effectively?
29. Your team has a big disagreement in technical design in a software application, what do you do?
30. You notice a coworker is consistently late. How do you handle it?
31. A customer is upset and yelling. What do you do?
32. You made a mistake on an important task. What are your next steps?
33. Your team has a new project, but you feel your skills don't match the requirements. How do you proceed?
34. You disagree with your supervisor's decision. How do you voice your opinion?
35. You see a coworker taking credit for your work. How do you address this?
36. You are given two tasks with the same deadline but require different skill sets. How will you prioritize?
37. A team member is not contributing their fair share. How would you handle this situation?
38. You accidentally sent a confidential email to the wrong person. What are your immediate actions?
39. During a meeting, someone shares an idea you had been working on independently. What do you do?
40. You promised to complete a task by the end of the day, but you realize you won't be able to meet the deadline. How do you manage the situation?
41. You notice a security breach in your company's system. What steps do you take?
42. A coworker is spreading rumors about another employee. How do you react?
43. You are asked to do a task that is outside your job description. How do you respond?
44. You are overwhelmed with your workload and struggling to keep up. How do you manage your time and responsibilities?
45. A customer asks for information that you are unsure about. How do you handle their request?
46. You find out that a colleague has been dishonest. How do you proceed?
47. During a presentation, you realize you made a mistake in your data. What do you do?
48. You are working on a group project, and your team is not meeting deadlines. How do you help to improve performance?
49. You observe a coworker violating company policy. How do you respond to the situation?
50. You've noticed a colleague consistently missing deadlines, impacting the team's overall performance. How would you address this, considering your personal relationship with them?
51. Imagine you're leading a project, and a critical team member resigns unexpectedly. What steps would you take to minimize disruption and ensure project success?
52. A client is unhappy with the final deliverable, despite it meeting all agreed-upon specifications. How do you navigate this situation to maintain a positive relationship?
53. You've identified a significant flaw in a company process that could lead to financial losses. How would you bring this to the attention of senior management, and what approach would you take?
54. You are part of a team that is working on a critical project and you have identified some critical risks, what would you do?
55. Describe a situation where you had to make a difficult decision with limited information. What was your thought process, and what was the outcome?
56. You disagree with your manager's decision on a key project strategy. How would you express your concerns while maintaining a respectful and professional relationship?
57. You observe a colleague engaging in unethical behavior. What steps would you take to address this situation?
58. A new technology is introduced that could significantly improve efficiency, but your team is resistant to change. How do you encourage adoption?
59. You are tasked with leading a diverse team with conflicting opinions. How do you foster collaboration and achieve a common goal?
60. Describe a time when you had to adapt your communication style to effectively interact with someone from a different background or culture.
61. You are faced with conflicting priorities from different stakeholders. How do you determine which to prioritize and manage expectations?
62. You realize you've made a mistake that could have serious consequences for the project. What do you do?
63. You are assigned to a project with a tight deadline and limited resources. How do you approach the challenge?
64. A team member is consistently disruptive and negative, affecting team morale. How do you address this behavior?
65. You are in a meeting and a colleague presents your idea as their own. How would you respond?
66. You promised a client something that you later realize you cannot deliver. How do you handle the situation?
67. You have been assigned a task outside of your comfort zone. What steps do you take to ensure you can complete the task successfully?
68. You are working on a project with a colleague who is not pulling their weight. How do you address this?
69. Your team is experiencing low morale due to a recent company change. How do you improve team morale?
70. How would you handle a situation where you need to escalate a critical issue to senior management, but your direct manager is resistant to the idea?
71. You are leading a project with a high degree of uncertainty and potential for failure. How do you manage risk and maintain team motivation?
72. You receive negative feedback from a client that you believe is unfair or inaccurate. How would you respond?
73. You identify a potential opportunity for your company to expand into a new market, but it requires significant investment and carries a high degree of risk. How would you present your case to senior management?
74. You are part of a team where there are significant personality clashes and interpersonal conflicts. How do you work to resolve these issues and improve team dynamics?
75. Describe a situation where you had to deliver bad news to a client or colleague. How did you approach the conversation, and what was the outcome?
76. You are asked to take on a project that you know will require you to work long hours and sacrifice personal time. How do you decide whether to accept the assignment?
77. You witness a senior colleague making a decision that you believe is unethical, but challenging them could jeopardize your career. How do you proceed?
78. You are working on a project with a global team, and you are facing communication barriers due to language differences and cultural norms. How do you overcome these challenges?
79. Imagine you've identified a critical flaw in a major project your team is developing, but raising it now could significantly delay the launch. What do you do?
80. A colleague consistently takes credit for your ideas in team meetings. How do you address this situation professionally and effectively?
81. You're leading a project with a tight deadline, and a key team member is consistently underperforming. How do you turn the situation around?
82. You've been assigned to lead a team with members who are resistant to change and prefer the old way of doing things. How do you gain their trust and implement necessary improvements?
83. Describe a time when you had to make a difficult decision with limited information and under significant time pressure. What was your thought process?
84. You discover that a senior member of your team is not adhering to company policy. What steps do you take?
85. You are tasked with delivering a presentation to a skeptical audience who strongly oppose the ideas you're presenting. How do you approach this situation to persuade them?
86. A client is extremely upset about a mistake your team made. How do you handle the situation to rebuild trust?
87. You are working on a project with a colleague who has a completely different work style and communication approach than you. How do you ensure effective collaboration?
88. Your team is facing a major setback due to an unforeseen circumstance. How do you motivate them to persevere and find a solution?
89. You receive conflicting instructions from two different managers. How do you proceed?
90. You suspect a team member is experiencing burnout. What steps do you take to support them?
91. A new technology is introduced that could significantly improve your team's efficiency, but requires extensive training. How do you convince your team to adopt it?
92. You observe a team member engaging in unethical behavior. What do you do?
93. You are asked to implement a unpopular cost-cutting measure that will affect your team. How do you communicate this change and maintain morale?
94. You have to give constructive feedback to a high-performing team member who is resistant to criticism. How do you approach the conversation?
95. A project you're leading is falling behind schedule and over budget. How do you get it back on track?
96. You identify an opportunity to innovate, but it involves taking a significant risk. How do you assess the situation and decide whether to proceed?
97. You are mediating a conflict between two team members with very different personalities. What steps do you take to resolve the issue?
98. You are responsible for making a decision that will have a significant impact on the company's future. How do you gather information and make the best possible choice?
99. You realize you've made a mistake that could have serious consequences. How do you handle the situation?
100. A client requests a service that is outside the scope of your company's capabilities. How do you respond?
101. You are asked to lead a project in an area where you have limited expertise. How do you prepare yourself and ensure its success?
102. You notice a decline in team morale and productivity. What steps do you take to address the problem?