

The Behavioral Question Bank

The questions, grouped by what they test, each with the follow-up that breaks a weak answer.
prept.fyi/learn/behavioral-interview-questions

Ownership

Question	The follow-up that breaks it
Tell me about a time you failed.	What was your mistake, not the team's?
Tell me about a mistake you made at work.	How did you find out, and who did you tell first?
Tell me about a time you missed a deadline.	When did you first know, and why not earlier?

Conflict

Question	The follow-up that breaks it
Tell me about a conflict with a coworker.	What did they think you did wrong?
Tell me about a time you disagreed with your manager.	Did you do it their way, and were they right?
Tell me about negative feedback you received.	What was it, word for word?

Judgement

Question	The follow-up that breaks it
Tell me about a difficult decision you made.	The options or the people? What did you get wrong?
A decision with incomplete information.	What was your confidence, as a number?
Tell me about a time you used data to decide.	What did the data say that your gut didn't?

Resilience

Question	The follow-up that breaks it
Tell me about a time you worked under pressure.	A person, a date, or a consequence? What dropped?
Tell me about competing priorities.	Which did you drop, and did its owner agree?
Tell me about learning something quickly.	What did you get wrong in the first week?

Influence

Question	The follow-up that breaks it
Tell me about a time you showed leadership.	What decision did your team disagree with?
Tell me about a time you took initiative.	Did anyone tell you not to?
Influencing someone without authority.	What did you give up to get it?
Tell me about going above and beyond.	What did you deprioritise to do it?

How to use this

Prepare six to eight stories, not thirty answers. Read down the right-hand column first: if your story already contains what the follow-up asks for, the answer holds. If it does not, that is the sentence the interviewer will stop you on.

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