10 Different Types of Interview Questions

1. Behavioral Interview Questions

Purpose: Assess past behavior as a predictor of future performance.
Looking for: Self-awareness, structure (e.g., STAR method), and relevant examples.

2. Situational Interview Questions

Purpose: Assess how candidates might approach hypothetical future scenarios.
Looking for: Decision-making logic, judgment, values.

3. Technical or Skills-Based Questions

Purpose: Test knowledge and proficiency in role-specific tasks or tools.
Looking for: A correct or best-practice answer.

4. Competency-Based Questions

Purpose: Measure specific skills and capabilities aligned with the job role.
Looking for: Evidence of specific competencies (e.g., leadership, project management).

5. Cultural Fit or Values-Based Questions

Purpose: Gauge alignment with the company's culture, values, and mission.
Looking for: Authenticity and alignment—not a "right" answer, but the *right fit*.

6. Icebreaker or Personality Questions

Purpose: Build rapport and get a sense of the candidate's character.
Looking for: Personality traits, confidence, tone—not facts.

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7. Case or Scenario-Based Questions

Purpose: Evaluate analytical thinking, business judgment, and problem-solving.
Looking for: A strong, structured solution—not always one "right" answer, but some paths are clearly stronger.

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8. Stress Interview Questions

Purpose: Observe how candidates respond to pressure or discomfort.
Looking for: How you **respond under pressure**, not what you say.

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9. Brainteasers or Logical Puzzles

Purpose: Test critical thinking and problem-solving under ambiguity.
Looking for: A correct answer **or** a strong problem-solving process (depending on context).

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10. Closing or Reflective Questions

Purpose: Wrap up interviews, gauge interest, and uncover final insights.
Looking for: Insightful, honest answers.