



Challenging questions

Sometimes in interviews employers will ask you challenging questions. This is often to see how you respond to difficult challenges. We have listed some questions below that you may get asked which might help you prepare.

Why did you leave your last job/why are you wanting to leave your current job?

Be honest and positive. If you want to progress but your current workplace doesn't offer opportunities, that shows passion and enthusiasm. If you fancy a change of pace or a new challenge or to even work in a different sector that is fine. You can also say you are looking for an employer who provides a positive workplace and supports a work/life balance. Be careful not to criticise your current or previous employer.

What are the things in a job that make you more productive? Less productive?

Remember, no work environment is 100% perfect and to everyone's liking. However, we adapt and make best of what we have. Your answer should be practical and honest. Researching techniques like Pomodoro which help enhance productivity is a great way to show them you already have knowledge around this.



Brent

BRENT

YOUTH

FUTURES

Challenging questions

Why have you been unemployed for the last 2 years?

You must have a sound reason for not working or having a big gap in your work history. Some good reasons can be:

- Taking care of a sick family member.
- Looking for the right job for you.
- Trying to be self-employed.
- Study or training.
- Learning new skills.
- Exploring or travelling.

At your last employment you were working at the same position without any promotion. Is there any reason for it?

Once again be honest but remain positive. There are a lot of employers that because of the structure there isn't room for growth or development within your area. You can say that you love working for the company and have been contributing to supporting the team and developing yourself and skills in your spare time, but now the time has come where you are ready to grow into a new role and your current employer cannot offer you that. You can say that your desire for change is a recent thing. Not everyone is seeking progression.

Tell me about yourself.

Talk about personal characteristics and skills that translate into career strengths, whilst also highlighting what you like to do in your spare time or any hobbies you may have that show you have interests outside of work. This is a good opportunity to sell your skills and show how they match the job you are going for.



Challenging questions

Where do you see yourself in five years?

This is a great question where you can share with the employer your passion and enthusiasm. It is an opportunity to share with them that you are looking for an employer who can give you the chance to grow within the organisation and obtain new skills and experiences.

What are your weaknesses?

When asked about your weaknesses you want to find a positive example of this. You could mention a weakness in an activity not related to the job or give an example of something that you highlighted as a weakness and have been working on to improve.

Why do you want to work here at XYZ Company?

This is a great opportunity to showcase the research you did before the interview. Talk about a specific project that they worked on, or a piece of work that they highlighted on their website that sparked your interest. You could also even add what you would have contributed to that project to make it better. You can also talk about the values of the employer and how these resonate with you.

Challenging questions

Tell me about a conflict you encountered and how you handled it.

This question is designed to find out your problem and reasoning skills as well as how you get on with other people in the workplace. Always frame your answer in a positive way and ensure you talk about the action and how you resolved rather than your opinion on the matter. Referring to processes that are in place to resolve these things or talking about having open and honest communication should form part of your answer.

Overall be open, honest and positive in your answers. If you need time to think about a question before you answer that is fine, it isn't who can answer the fastest wins.



Make it Happen
Make it Happen
Make it Happen