

Generic Interview Question Examples

Tell me about yourself.

- *Not all questions sound like questions; be prepared for an open-ended request such as this.*
- *It can be overwhelming to think about all the different things you could mention here, but keep it related to work, e.g. your most recent experiences, the things you aspire to do in the future, any stand-out skills you want to share straight away.*
- *Don't worry about mentioning everything, it's better to keep your answer concise than to try to include every possible detail; follow up questions will allow them to delve deeper if they want to.*

What was it about this role that appealed to you?

- *Try to talk about the organisation, department and specific duties of the role and what you like about them.*
- *Consider what about your past experience has readied you for a role such as this.*
- *Reflect on your long-term career path to demonstrate your ambition/commitment.*

Tell me about a time where you overcame a challenge at work.

- *Where possible, refer to an example which happened at work.*
- *Don't use this as an opportunity to complain about something, instead talk in facts about how the situation arose, what happened, the impact of the situation and how you managed to get through it.*
- *Make sure to demonstrate the direct actions you took.*

What do you consider to be your biggest strength relevant to this role?

- *Keep this concise; choose one strength (unless the question asks for more), ideally something you haven't discussed in detail already.*
- *State it with confidence!*
- *Give an example to back up your strength and put it in context.*
- *How will this impact your success in this role?*

What is an area of development of yours?

- *Again, keep this brief and remain confident throughout.*
- *Choose something that isn't a dealbreaker for the role! E.g. if you are applying to be a ward clerk, do not say 'organisation'. If in doubt, reflect on the duties on the job specification and consider an appropriate answer before the interview.*
- *Explain how you are already working to improve this.*

Why do you think you're suitable for this role?

- *Make sure to mention your relevant skills & experience, any knowledge you have that would help you in the role, and consider your personal traits that would help you to be successful.*

What type of work environment would you be most comfortable in?

- *Questions like this are designed to find out how compatible you are with the current working environment. Consider the things you really value at work, what makes you more productive, what helps you to succeed?*
- *Be honest. If there are things that you might find challenging you can explain these and what has worked for you in the past.*
- *Try to be solutions-focused (rather than problems!).*

Recall and describe an achievement at work.

- *Use an example if possible where you have some facts to show the extent of the achievement.*
- *Ideally you will be referring to something that relates to the job you're applying for also.*
- *Demonstrate the impact your achievement had on others and the bigger picture.*
- *This is your opportunity to really sell yourself – don't play down any of your achievements, be proud of yourself!*

What impact do you think you could have on patient care?

- *Even roles which aren't patient-facing will impact patient care, after all it's what we're all here for!*
- *Think carefully about the role you're interviewing for and how it will support our trust to deliver patient care, then consider how your skills & strengths would support you to have an impact specifically.*

General top tips:

- Always give examples
- Relate your answers to the requirements of the job
- Be confident & concise
- Discuss the impact you've had in the past
- Prepare your answers without memorising them word for word – it's obvious if someone is reading a script rather than being natural!

Homework!

Many of these 'generic' questions can be tweaked to relate to specific duties, e.g. working with patients/colleagues/customers. Consider how you would tweak these questions to make them more specific to the job role you're interviewing for, so you can better prepare your answers.