

Behavioral Specialist Interview Questions

1. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

2. Describe an effective individual treatment plan which you developed and/or implemented. How about one which was not as effective?

3. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

4. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

5. What is the key to success when communicating with the public.

6. Describe a time when you successfully provided personal assistance to a coworker or patron.

7. Share an experience you had in dealing with a difficult person and how you handled the situation.

8. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

9. Tell me how you organize, plan, and prioritize your work.

10. Share an experience when you applied new technology or information in your job. How did it help your company?

11. Give me an example of when you thought outside of the box. How did it help your employer?

12. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

13. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

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14. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
15. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
16. Share a time when you successfully used scientific rules or methods to solve a problem at work.
17. Please share an experience in which you presented to a group. What was the situation and how did it go?
18. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
19. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
20. Name a time when your patience was tested. How did you keep your emotions in check?
21. Would you consider analyzing data or information a strength? How so?
22. Provide a time when you dealt calmly and effectively with a high-stress situation.
23. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
24. Provide an example when your ethics were tested.
25. What factors do you consider when identifying psychological, emotional, and/or behavioral issues and diagnosing disorders?
26. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
27. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

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28. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

29. Provide an effective method you have used to discuss the treatment of problems with clients.

30. Share an experience in which you assisted a client in planning.

31. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

32. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

33. Tell me about the different treatment methods you have found most effective.

34. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

35. Share an experience in which you successfully counseled a group or individual on a problem (e.g. stress). What methods made you successful? Describe the modifications or improvements you witnessed in the overall group or individual.

36. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

37. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

38. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

39. What is the state of your reports and paperwork? What is one thing you would like to improve?

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40. Share an experience in which your willingness to lead or offer an opinion helped your company.

41. Provide an effective method you have used to ensure that counseling and treatments are effective. How about to ensure that diagnoses are accurate and complete?

42. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

43. Provide an example of when you were persistent in the face of obstacles.

44. Share an experience in which you effectively obtained and studied medical, psychological, social, and/or family history of a patient. What methods made you successful?

45. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

46. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

47. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

48. Name reference materials you frequently consult. Share an experience in which this helped you in your work.

49. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

50. Name a time when your creativity or alternative thinking solved a problem in your workplace.

51. Share an experience in which you directed, coordinated, and/or evaluated the activities of staff and/or interns. What methods led to your success?

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52. How do you maintain current knowledge of relevant research?
53. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
54. Share an experience in which observing an individual helped you to accurately identify an issue.
55. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
56. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
57. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
58. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)
59. Provide an experience in which you successfully selected, administered, scored, and/or interpreted a psychological test. How did it help you in your work?
60. Describe an effective training program which you developed and/or directed. What methods made you successful?
61. Tell me about your experience providing services to firms and/or agencies regarding mental health programs or individual cases. What methods have you found effective?
62. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
63. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

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64. Tell me about an accredited psychological service program which you planned and/or developed.
65. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
66. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.
67. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
68. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?
69. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
70. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
71. Provide an experience in which you planned, supervised, and/or conducted psychological research.
72. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.