Systems Analyst Interview Questions

1. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

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

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

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

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

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

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

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

9. Would you consider analyzing data or information a strength? How so?

10. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

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

12. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

13. 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?

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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. Tell me about some of your most recent computer programming projects.

16. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

17. Provide an example of a project you worked on that demonstrates your programming abilities. What was your role in the project?

18. Please share an experience in which you presented to a group. What was the situation and how did it go?

19. 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.)

20. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

21. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

22. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

23. 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?

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

25. 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.

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

27. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

28. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

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

30. Provide a time when you dealt calmly and effectively with a high-stress situation.

31. Share an experience in which you solved a difficult problem involving computer hardware or software.

32. Provide an example when your ethics were tested.

33. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

34. 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.)

35. 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.

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

37. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

38. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment?

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39. Tell me about a computer or computer software which you successfully designed.

40. Share an experience in which you were able to generate a new design or modify a current design to better serve the needs of your customers.

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

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

43. What factors do you consider when evaluating project plans and/or proposals to assess feasibility?

44. Provide an effective method you have used in scheduling to meet work priorities and goals.

45. Name a time when your patience was tested. How did you keep your emotions in check?

46. Provide a time when consulting with users, management, vendors, and/or technicians helped you determine computing needs and/or system requirements which you had not previously considered.

47. Share an experience in which you applied theoretical expertise to create or apply new technology. How did it benefit your company?

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

49. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

50. How do you maintain network hardware, software, availability to users, and security measures?

51. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

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52. Share an experience in which meeting with others helped you solve a difficult problem.

53. Describe a technical problem which you formulated a mathematical model of for solution by computers. How effective was it?

54. Share a time when you successfully used scientific rules or methods to solve a problem at work.

55. Share an experience in which you participated in a multidisciplinary project. How did you benefit the team you worked with?

56. 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?

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

58. 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.)

59. Tell me about the last organizational goals, policies, or procedures which you developed and/or interpreted.

60. Tell me about a budget you prepared and/or monitored.

61. 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.)

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

63. Provide a time when you successfully directed training of subordinates. What made you successful?

64. Tell me about the last time you monitored or reviewed information and detected a problem. How did you

respond?

65. Describe a performance standard which you developed. How did it benefit your company?

66. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

67. Provide an experience in which you successfully coordinated project activities which conflicted with another department.

68. What is the key to a successful budget?

69. What is the most challenging part of budgeting for you?

70. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

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

72. 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.)