

Programmer Analyst Interview Questions

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

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

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

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

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

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

7. 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?

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

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

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

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

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

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

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14. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

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

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

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

18. Provide an example when your ethics were tested.

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

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

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

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

23. 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?

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

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

26. Tell me about a time when you successfully determined the cause of an operating error at your company

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and solved the problem.

27. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

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

29. 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.)

30. 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.)

31. 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.

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

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

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

35. Share an experience in which you modified a system to improve work flow.

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

37. Share an experience in which you assisted a staff member or user in solving a computer-related problem.

38. Describe a system design procedure, test procedure, or quality standard which you developed or revised. How did your development/revision benefit your company?

39. Provide an effective method you have used to monitor and maintain computer programs and systems.

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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. 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.

42. Provide an experience in which you located a computer code problem and successfully corrected it. How did you identify the problem?

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

44. Describe your experience using object-oriented programming languages. How about client and server applications development processes?

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

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

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

48. Share an experience in which you successfully explained the nature of an information processing or a computation program.

49. How do you ensure management agreement on system principles?

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

51. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges

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and results?
52. Describe an effective method you have used to coordinate and link computer systems within and organization.
53. Tell me about a time when you had to learn how to develop the type of program your company needed. What methods did you use? How successful were you? Name something you would change for the next time.
54. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
55. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
56. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
57. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
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. What methods do you use to assess the usefulness of pre-developed application packages? Share an experience in which you adapted an application package to a user environment.
60. Share an experience in which you successfully supervised a staff. What methods made you successful?
61. What factors do you consider when determining the computer software and/or hardware needed to set up or alter a system?
62. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

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63. Share an experience in which you planned and/or designed a computer system tailored to information processing or computation needs.

64. How do you use computers to help you analyze and solve business problems?

65. Share an experience in which your cost-benefit and/or return-on-investment analysis benefited your company in a decision on system implementation.

66. Tell me about an effective flow chart or diagram you devised to describe the logical operational steps of a program.

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

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

69. Provide a time when you successfully specified inputs accessed by a system and planned the distribution and use of the results.

70. Share an experience in which you successfully trained a group on the use of a computer system or program.

71. Describe an effective method you have used to determine what information is processed and how it is processed in a job.

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

73. 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?

74. 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.)

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75. Share an experience in which your recommendation for new equipment or software packages benefited your company.

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

77. 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.)

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

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