

Sample Interview Questions for Employers like Google

(This is only a guide!)

1. [Behavioral]

Tell me about a scenario where you have had to convert a skeptic into a supporter of a new idea. How did you do it?

2. [Behavioral]

Tell me about a recent business problem you encountered that required you to use your analytical skills in order to solve it.

- Follow-ups: How did you assess the key issues of the situation?
- What data did you consult to help define your strategy?
- What systems could you put in place to try to mitigate this in the future?

3. [Hypothetical]

How would you prioritize and segment a large book of clients?

- Imagine you will have access to any signals you need to help you.
- How would you decide where to invest your time?
- What information would you need, how would you learn about your client's business, etc.?

4. [Hypothetical]

One of your potential advertisers is a small restaurant that is concerned about competing with global restaurant chains, like Chili's or McDonald's. Walk me through how you'd think about this.

- What factors would you consider before responding to them?
- What would you need to know about their business' needs/goals?
- In what ways could this restaurant use our products to compete?
- Which of the options we've talked about do you believe is most promising?
- How would you assess the effectiveness of your recommendation?

PICK 2 QUESTIONS (PICK 1 HYPOTHETICAL AND 1 BEHAVIORAL)

1. [Hypothetical]

Imagine you were put on a project that was outside of your core role and strengths. Your teammates on this project are more senior than you as well. How would you proceed?

- (Follow-ups: When team members have differing backgrounds/strengths, how does that impact the overall team?)
- What are your strategies to working well with the team even though you lack matching strengths?
- How could you ensure you were still a contributing member of the team?)

2. [Hypothetical]

Imagine that you had to change your behavior to work successfully with others?

- How would you handle that situation?
- What steps would you take to ensure a positive working experience?

3. [Behavioral]

Think of a time you participated in a client event or team building event that you felt wasn't inclusive to all who participated. How did you handle or approach this? Is there anything you would have done differently if given the opportunity?

- (Follow-ups: What activities might you recommend as being inclusive for a client entertaining or team building event?)
- What issues might be encountered and how would you prepare to handle them?)

4. [Behavioral]

What has been your most significant accomplishment to date outside of work?

What has been your most significant accomplishment to date inside of work?