

Interview Questions

Adaptability

You are in a demanding position. Three people (your manager, a peer and a client) all have an immediate crisis that only you can resolve. How do you keep them all happy? What goes into your decision?

Tell us about a project that did not go according to plan. What mid-course corrections were made? What were the results?

Analytical Thinking

Give an example of how you came up with a creative solution to a work related problem.

What do you see as the biggest challenge facing the person selected for the job(s) you are applying? How would you go about meeting that challenge?

Attention to Details

In your current position, what processes do you employ to check the accuracy of your work?

Give an example of when you worked on a project that called for paying meticulous attention to the details.

Communication

Give an example of a time when you had to carefully analyze another person or situation in order to be effective in guiding your actions.

Tell me about a situation where you had to explain a difficult concept to someone, when the person had no understanding of the basics. What were the results?

Conceptual Thinking

Given what you know about Mobil's Global Information Services organization, what do you think is its most positive aspect? How can this be leveraged?

Forward Thinking

Given what you know about Mobil's Global Information Services organization, what one change would you make? Why? How would you go about implementing this change?

Influence

Mobil is an organization of constant change. What change have you implemented and what was the reaction your change received? If the reaction was positive, how did you make others aware of the change? If negative, what did you do to “sell” the change?

Describe a situation in which you were able to turn a negative situation around by influencing the actions of others.

Give an example of a time you feel you were able to build motivation in your coworkers.

Information Gathering

Tell us about a project where you were told of the desired outcome, but given no guidance on how to achieve those results.

What appeals to you most about the job(s) you are applying for? Be specific. What do you regard as the one key responsibility and performance results?

Initiative

Give an example of when you had to go above and beyond the “call of duty”.

Tell me about a time when you had to overcome obstacles to achieve a goal.

Have you ever gone along with a policy or decision that you did not agree with? What did you do to change the situation?

Interpersonal Sensitivity

What non-traditional work experiences or skills can you bring to the job? How do you see this adding value to the job?

You are involved in a team effort. One member of the team is not meeting their commitment and it is impacting your part of the project. How do you handle the situation?

Most days are spent going from fire to fire. We often forget to say “thank you” to our team members. What efforts to you make to tell people that you appreciate their work?

Results Orientation

A client calls on Thursday evening in need of something on Monday morning. When reviewing what is involved, you realize it is 5 business days of work. What do you do to meet the deadline?

Give an example of a time in which you had to be relatively quick in coming to a decision.

A client keeps changing the scope of a project. The constant changes are making your staff frustrated and inefficient. Costs are going over budget. How do you handle the situation?

Teamwork & Collaboration

What did you do in your last job to contribute towards a team environment?

Tell me about a group project that did not go smoothly because of the personalities involved. What happened? What did you learn from the experience? (can substitute “political agendas” for “personalities”)