



How to Answer the Most Common Job Interview Questions

🌟 FlexJobs Webinar Summary – April 2025

The webinar walks job seekers through how to effectively prepare for and respond to the most common job interview questions. It emphasizes the importance of pre-interview research, analyzing job descriptions, preparing relevant stories, and practicing answers. It explains the reasons behind various question types (behavioral, situational, technical, etc.) and offers best practices for answering common questions like “Tell me about yourself,” “What’s your greatest weakness?”, and “Why do you want to work here?” The session includes sample responses and also guides candidates on asking their own questions during interviews.

✅ Key Takeaways:

🔧 Preparation Best Practices

- Research the company *before applying* and again before your interview.
- Analyze the job description to understand what’s most important to the employer.
- Prepare and practice stories/examples that showcase your fit for the role.
- Practice out loud, ideally in front of a mirror, via recording, or with a mock interviewer.
- Don’t wing it- interview success hinges on preparation.

🧠 Understanding Interviewer Intent

- Interviewers assess interest in the company, ability to perform, cultural fit, knowledge, problem-solving, and stress management.
- Each question is designed to reveal specific traits or fit- knowing this helps you respond strategically.

💬 How to Answer Common Questions

- “Tell me about yourself” → Give a concise, tailored summary highlighting relevant experiences and how they align with the role.

- “Greatest Strength” → Choose one aligned with the job, back it up with a concrete example.
- “Greatest Weakness” → Be honest but not self-sabotaging. Show how you’re actively improving it.
- “Why do you want to work here?” → Focus on what you admire about the company/role, not just what you’ll gain.
- “Where do you see yourself in 5 years?” → Show growth ambition and alignment with the company, while remaining adaptable.
- “Why are you leaving your job?” / “Why did you leave?” → Stay positive and forward-looking. Never bad-mouth.
- Gaps in work history or retirement return → Be honest and show enthusiasm for returning or restarting.
- Laid off? → Say so directly and focus on what you’re looking forward to next.

Behavioral & Situational Questions

- Use the STAR method (Situation, Task, Action, Result).
- Always end on a positive note- even when discussing failures or conflicts.
- Emphasize your impact, not just actions.

Salary Questions

- Research typical compensation before applying (use tools like Salary.com, LinkedIn).
- Deflect early questions by asking about their range or saying you prefer to discuss after understanding expectations.
- If pressed, offer a researched range aligned with your value and market rates.

Questions to Ask Interviewers

- Tailor questions to your priorities (e.g., culture, leadership style, work-life balance, challenges, role expectations).
- Be tactful- focus on how you’ll succeed in the role, not just on benefits.
- Ask clear, thoughtful questions that reinforce your engagement and fit.

Interview Anxiety Tips

- Preparation is the best defense.
- Remind yourself: if you’re in the interview, you’re already a strong candidate.
- Minimize distractions and tech issues (e.g., test internet, silence notifications).
- Give yourself a calming pep talk before going in.