



EA Interview Questions

Intellectual:

1. Tell me about the last time you had to learn a new task. How did you go about learning? What, if any tools, did you employ?
2. How do you stay on top of developments/trends in your field?
3. Tell me how you keep your executive organized.
4. What was the last book you've read for fun?
5. What questions do you have for me?
6. Who's your mentor? Who is your role model, and why?
7. What questions haven't I asked you?
8. What's something that you can teach me?

Character:

1. Was there a time when you had to agree to a decision even if it was against your will? Why did you agree?
2. What bothers you most about other people?
3. Tell me about a time your manager rejected one of your ideas. How did you react to his/her feedback?
4. Tell me about a time you were asked to do something that violated your personal code of ethics.
5. If I assign work that isn't part of your job description, what will you do?
6. Tell me a story about how you solved a conflict or disagreement between you and a colleague.
7. What are your hobbies?
8. What is your favorite website?
9. What are your favorite apps?
10. Give an example of a time that you had to respond to an unhappy manager/customer/colleague.
11. Tell me about a time that you disagreed with a rule or approach.
12. Tell me about a time you made a mistake, and how you dealt with it.

Relationship:

1. Share a rewarding team experience.
2. Tell me about a time when you worked with a difficult team member.
3. If I called your previous boss, what would they say your strengths are? What would your friends say?
4. How would your colleagues describe you?
5. If I called your boss and asked them about an area that you could improve on, what would they say?
6. Describe a time when your team or company was undergoing some change. How did that impact you, and how did you adapt?

Motivational:

1. What motivates you?
2. What are your career goals?
3. Describe a time when you saw a problem and took the initiative to correct it rather than waiting for someone else to do it.
4. Tell me about a time you were dissatisfied in your work. What could have been done to make it better?
5. What kind of rewards are most satisfying for you?
6. Tell me about a time when you were bored on-the-job. What did you do to make your job more interesting?
7. Tell me about a recent project or problem that you made better, faster, smarter, more efficient, or less expensive.
8. Give a time when you went above and beyond the requirements for a project.
9. Tell me about a time you failed. How did you deal with the situation?

Work Function

1. Tell me about a project or accomplishment that you consider to be the most significant in your career.
2. Why would you be an asset to the firm?
3. What are your areas for development?
4. What is the most difficult aspect of your current position? How do you deal with it?
5. Tell me how you handled a difficult situation.
6. How do you handle pressure?
7. Why are you interested in working for us?
8. What would you look to accomplish in the first 30 days / 60 days / 90 days on the job?