

MARKETPLACE INTERVIEW QUESTION POOL

Sections I & II contain general interview questions for which you can prepare answers independent of any interview-specific information.

Section III contains questions for which you should develop interview-specific answers prior to each interview.

Section I: Experiential Questions

Note: Answers to these questions should be based on your experience, and should generally follow the STAR framework:

S – Situation

T – Task that you/your team was responsible for

A – Actions that were taken

R – Result achieved

- 1. 'What is your greatest professional accomplishment?'**
- 2. 'What has been your greatest leadership challenge/lesson learned?'**
- 3. 'Tell me about a time when you failed/what has been your biggest failure?'**
 - Choose a specific, non-catastrophic failure from your experience
 - Do not give an answer of 'I rarely/never fail' or anything like that
 - Explain how you took ownership of the failure, clearly communicated with your team, remedied the situation, and learned/grew from it.
- 4. 'Tell me about a time when you had a conflict with a superior.'**
 - Highlight how you communicated effectively, and the situation was resolved tactfully and positively, with no impact to mission
- 5. 'Tell me about a time when you had a conflict with a peer.'**
 - Highlight how you communicated effectively, and the situation was resolved tactfully and positively, with no impact to mission
- 6. 'Tell me about a time when you had a conflict with an NCO/subordinate.'**
 - Highlight how you communicated effectively, and the situation was resolved tactfully and positively, with no impact to mission
- 7. 'Tell me about a time when you had to be innovative.'**
 - Highlight how that innovation produced results and helped accomplish the mission
- 8. 'Tell me about a time when you had to accept risk'**
 - Highlight the action that you took to mitigate that risk
- 9. 'Tell me about a time when you faced an ethical dilemma.'**
 - Highlight how you maintained your integrity and were able to find a solution that still accomplished the mission without needing to do anything unethical
 - It can be helpful to explain how you understood both sides of the dilemma
- 10. 'Tell me about a time when you had to speak truth to power.'**
 - Highlight how you were able to do so tactfully and with positive results
- 11. 'Compare & contrast different units you have been in'**
 - Highlight positive aspects of 2-4 units that you previously served with, and how you incorporate those aspects into your leadership or professional conduct

- Explain 1-2 negative aspects of 2-4 units that you previously served with, and how you use those as 'lessons learned'
 - Avoid speaking explicitly ill of any unit

Section II: Abstract Questions

Note: Even though these questions are abstract in nature, your answers can still draw on and mention your experiences.

1. 'What does success mean to you?'

- Ensure that your answer is in the context of succeeding as a team, not just individual success

2. What does failure mean to you?'

- Recommended answer themes:
 - 'a learning experience...'
 - 'an opportunity for growth...'
 - 'an opportunity for problem-solving...'

3. 'How would you describe your leadership style/give me your definition of leadership'

- Ensure that it aligns with and expands upon the information in ADP 6-22, *Army Leadership and the Profession*

4. 'What are your strengths?'

- Have five prepared; usually you are only asked for 1-3
- Explain how your strengths are relevant to your future role or that unit's mission.

5. 'What are your weaknesses?'

- Have five prepared; usually you are only asked for 1-3
- Highlight the mitigating factors that you use to address/overcome them

6. 'What advice would you give to a junior Soldier?'

7. 'What's the one thing you want me to remember about you?'

Section III: Interview-Specific Questions

1. 'Where do we stand in your rankings?'

- Unless the position is genuinely your #1, try to give a non-specific answer such as 'near the top, but I still have other interviews scheduled'

2. 'Why do you want THIS position/to join THIS unit?'

- Be genuine in your answer to this question, but ensure that your answer does not focus on personal interests such as unit location or schools

3. 'What are your goals?'

- Highlight how those goals fit into the assignment that you're applying for

4. 'What sets you apart from other candidates for this position?'

5. Any other questions you can think of specific to that position

- For example, in an interview for a position as an LNO, you might be asked about what experience you have working with the organization that you would be liaising with