



Mock interviews – example questions

Most schools will organise mock interview days for Year 10+ students, to give them the opportunity to experience being interviewed by someone from industry. This is a really valuable chance for students to understand what is required of them in an interview so that they are more prepared for the future.

Schools will provide the questions so there is little preparation needed for this activity, however it will usually require more of your time – interviews usually take place across the whole school day.

Opening the interview

- Introduce each other.
- Explain to the student that the interview will last about 15 minutes with 5 minutes of feedback, and that it may include some competency-based questions which require them to give specific examples where possible. Explain that this is a common form of assessment in interviews and is the opportunity to demonstrate to the interviewer past experiences where they have used a particular skill.
- Remind students to relax and enjoy the experience as much as possible. Explain to them that if they are not sure how to answer a question, then you will help to guide them – this is a learning experience.

Opening questions – *The candidate may bring a CV along with them.*

1. Please start by telling me a little bit about yourself and your career aspirations.
2. What are your favourite subjects at school and why?
3. What are your best subjects at school?
4. Have you had any work experience/planned a placement or done any volunteering?
5. Do you know what your next step is after year 11/13? Apprenticeship, T levels or A levels?
6. What qualities and skills do you think are required to be a good [insert the career they are interested in]?
7. What do you feel are your biggest strengths (what are you good at)?
8. What do you feel is your biggest weakness? How do you manage your weakness?
9. Why do you think a company should employ you?
10. Do you have any questions you would like to ask me?

Competency based questions – *You may not be required to ask these but useful to have as a guide.*

1. Can you tell me about a time where you worked as a team to achieve a task? What made it good?
2. Can you tell me about a time when you motivated others to achieve a task? How did you do it?
3. Can you tell me about a time where you used your own initiative?
4. Can you tell me about a time when you experienced a setback (when you had a problem, how did you overcome that)? What happened and how did you recover?
5. Can you tell me about a time when you had to work to a tough deadline? How did you manage that?
6. Tell me about your personal behaviours, e.g. on time, reliable, honest, want to overcome challenges.

**End of the interview**

- Give constructive feedback of the student's CV and their interview responses.
- Try to seek internships/work experience and volunteering opportunities if suitable for the student.
- Advise the student on where to go for more information.