

8 interview questions to identify strong team players

1) Tell me about a team project you worked on. What was the biggest problem faced by the team? What was your role in this? What stressed you most? How did you grow as a person by being part of this team?

Strong Team Player:

- Sees challenges as opportunities
- Loves their work and inspire others
- Learns continuously and can explain what they learn
- Does whatever it takes to get the project finished on time
- Supports others with friendly feedback and help when needed
- Communicates openly and honestly with others when issues come up

Red Flags:

- Blames others for problems
- Flashes of irritation or anger
- General responses - cannot give specific examples
- Mention problems without talking about how they worked with the people to resolve the issue

2) How do you keep your skills up to date?

Strong Team Player:

- Talks about courses, online training, books and blogs
- Mentions mentors, leaders and experts that inspire them
- Involved in online communities and special interest groups (like Github, Stack Overflow, online training, meetups)

Red Flags:

- Can't come up with specific examples
- Flashes of irritation or impatience with the question

3) Who inspires you? Who do you admire least? Why?

Strong Team Player:	Red Flags:
<ul style="list-style-type: none">• Talks about an author or innovator in their field and give examples of how the person inspires them• Explains how this person helps them to improve their work and solve problems that benefit the company or the team• Talks about bringing value to a team, a community or a cause	<ul style="list-style-type: none">• Pop culture example or no example• Focused on personal benefits

4) Tell me about your biggest accomplishment. What did you learn?

Strong Team Player:	Red Flag:
<ul style="list-style-type: none">• Gives a professional example• Excited about the way people worked together to create the success• Deflects some credit to others	<ul style="list-style-type: none">• Can't think of an accomplishment or trivializes it

5) What was your most challenging job? Why?

Strong Team Player:	Red Flags
<ul style="list-style-type: none">• Communicates to resolve problems• Sees a challenging job as an opportunity to learn• Talks about collaborating to find solutions online or with co-workers	<ul style="list-style-type: none">• Speaks negatively about co-workers• Can't explain what they learned• Gossips

6) Tell me about a time that you failed? Why did you fail? What did you learn?

Strong Team Player:	Red Flag
<ul style="list-style-type: none">• Bounces back fast• Persists in spite of challenges• Takes responsibility for their role in a failure and learn from it	<ul style="list-style-type: none">• Irritated by the question

7) Ask how they would approach a future challenge that your company may face (real or hypothetical).

Strong Team Player:

- Lights up when asked for help and are excited to find a solution

Red Flag:

- Generalizes and skims the surface of the problem

8) Describe the last major change you made. Why did you do it? How did it work out? What did you learn?

Strong Team Player:

- Gives an example from their professional life
- Happy to explain what they learned

Red Flag:

- Too personal
- Feeling victimized or self-pity