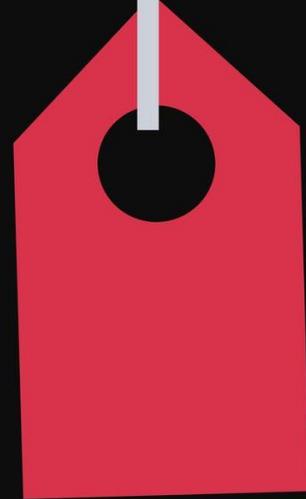


TOP 10

Difficult Interview Questions & Answers

Career Guidance Kit



INTRODUCTION

Getting a Job in Nigeria and Abroad is quite easy if you are equipped with the right tool.

Interviews in Nigeria could go a lot smoother if you are equipped with the right information.

What if you can enter the mind of your interviewer and understand how they think?

The best way to prepare mentally is to know what may be coming. Fear of the unknown can only exist when there is an unknown.

Take the time to understand some of the “**standards**” when it comes to interview questions.

The following are some of the most difficult questions you will face in the course of your job interviews in Nigeria.

Some questions may seem rather simple on the surface — such as “**Tell me about yourself**” but these questions can have a variety of answers.

We have gotten detailed information from Top Recruiters in Nigeria and Abroad on the Popular Questions asked during Job Interviews and How to answer them!

The more open ended the question, the wider the variation in the answers.

Once you have mastered these questions and practiced the answers and sharpening your interviewing skills, you will find that you can use almost any question as a launching pad during your next interview!

The following answers are provided to give you a new perspective on how to answer tough interview questions.

They are not there for you to lift from the page and insert into your next interview; they are provided for you to use as the basic structure for formulating your own answers.

While the specifics of each reply may not apply to you, try to follow the basic structure of the answer from the perspective of the interviewer.

TEN TOUGH INTERVIEW QUESTIONS AND TEN GREAT ANSWERS

Always provide information that shows you want to become the very best for the company; so, prepared yourself to become exactly that.

Don't disappoint them!

1. TELL ME ABOUT YOURSELF



It seems like an easy interview question. It's open ended.

I can talk about whatever I want from birth. Right? **Wrong.**

What the hiring manager really wants is **a quick, two-to-three-minute snapshot of who you are and why you're the best candidate for this position.**

So as you answer this question, talk about what you've done to prepare yourself to be the very best candidate for the position.

Use an example or two to back it up. Then ask if they would like more details.

If they do, keep giving them example after example of your background and experience.

Always point back to an example when you have the opportunity. *"Tell me about yourself"* does not mean tell me everything.

Just tell me what makes you the best and don't downplay others.

2. WHY SHOULD I HIRE YOU?



The easy answer is that **you are the best person for the job and don't be afraid to say so.**

But then back it up with what specifically differentiates you.

For example: *"You should hire me because I'm the best person for the job. I realize that there are likely other candidates who also have the ability to do this job.*

Yet I bring an additional quality that makes me the best person for the job – my passion for excellence.

I am passionately committed to producing truly world class results. For example . . ."

Are you the best person for the job? Show it by your passionate examples.

3. WHAT IS YOUR LONG-RANGE OBJECTIVE?

(Convince me to hire you)



The key is to focus on your achievable objectives and what you are doing to reach those objectives.

For example: *"Within five years, I would like to become the very best accountant your company has on staff.*

I want to work toward becoming the expert that others rely upon. And in doing so, I feel I'll be fully prepared to take on any greater responsibilities which might be presented in the long term.

For example, here is what I'm presently doing to prepare myself . . ."

Then go on to show by your examples what you are doing to reach your goals and objectives.

4. HOW HAS YOUR EDUCATION PREPARED YOU FOR YOUR CAREER?



This is a broad question and you need to focus.

An example: *"My education has focused on not only learning the fundamentals, but also on the practical application of the information learned within those classes.*

For example, I played a lead role in a class project where we gathered and analysed best practice data from this industry. Let me tell you more about the results . . ."

Focus on behavioural examples, and then ask if they would like to hear more examples.

5. ARE YOU A TEAM PLAYER?



Almost everyone says yes to this question. But it is not just a yes/no question.

You need to provide behavioural examples to back up your answer.

Example: *"Yes, I'm very much a team player. In fact, I've had opportunities in my work, school and athletics to develop my skills as a team player. For example, on a recent project . . ."*

Talk about the strength of the team above the individual.

6. HAVE YOU EVER HAD A CONFLICT WITH A BOSS OR PROFESSOR? HOW WAS IT RESOLVED?



Note that if you say no, most interviewers will drill deeper to find a conflict.

The key is how you behaviourally reacted to conflict and what you did to resolve it.

For example: *"Yes, I have had conflicts in the past. Never major ones, but there have been disagreements that needed to be resolved."*

"I've found that when conflict occurs, it helps to fully understand the other person's perspective, so I take time to listen to their point of view, and then I seek to work out a collaborative solution".

Focus your answer on the behavioural process for resolving the conflict and working collaboratively.

7. WHAT IS YOUR GREATEST WEAKNESS?



Most career books tell you to select a strength and present it as a weakness. Such as: *"I work too much. I just work and work and work."* **Wrong.**

Don't be like Falz that said his weakness is Gizzard and fried Egg in a Comedy Skirt.

First of all, using strength and presenting it as a weakness is deceiving. Second, it misses the point of the question. You should select a weakness that you have been actively working to overcome.

For example: *"I have had trouble in the past with planning and prioritization. However, I'm now taking steps to correct this. I just started using a pocket planner. . ."* – then show them your planner and how you are using it.

Talk about a true weakness and show what you are doing to overcome it.

8. IF WE WERE TO ASK YOUR REFEREES TO DESCRIBE YOU, WHAT WOULD THEY SAY?



This is a threat of reference check question.

Before any Interview, ask your bosses or referees in advance; and if they're willing to provide a positive reference, ask them for a letter of recommendation.

Then you can answer the question like this: *"I believe he/she would say I'm a very energetic person.*

That I'm results oriented and one of the best people he/she has ever worked with.

Actually, I know he/she would say that, because those are his/her very words. May I show you her letter of recommendation?"

So be prepared in advance with your letters of recommendation.

9. WHAT QUALITIES DO YOU FEEL A SUCCESSFUL MANAGER SHOULD HAVE?



Focus on two words: **LEADERSHIP** and **VISION**.

Here is a sample of how to respond: *"The key quality in a successful manager should be leadership – the ability to be the visionary for the people who are working under them. The highest calling of a true leader is inspiring others to reach the highest of their abilities."*

"I'd like to tell you about a person whom I consider to be a true leader . . ."

Then give an example of someone who has touched your life and how their impact has helped in your personal development.

10. IF YOU HAD TO LIVE YOUR LIFE OVER AGAIN, WHAT ONE THING WOULD YOU CHANGE?



Focus on a key turning point in your life or missed opportunity. Yet also tie it forward to what you are doing to still seek to make that change.

For example: *"Although I'm overall very happy with where I'm at in my life, the one aspect I likely would have changed would be focusing earlier on my chosen career."*

I had a great internship this past year and look forward to more experience in the field. I simply wish I would have focused here earlier.

For example, I learned on my recent internship..." then provide examples.

Stays focused on positive direction in your life and back it up with examples.

CONCLUSION

In reviewing these responses, please remember that they are only to be viewed as samples. Please do not rehearse them verbatim or adopt them as your own.

Remember, these are from Top Interviewers and Recruiters and they surely know if you are reading a script.

So, use your own words!

They are meant to stir your creative juices and get you thinking about how to properly answer the broader range of questions that you will face.

Be the best you can be! Success is achievable to those who spend time developing themselves!

I wish you success in your next Job interview.

LATEST INTERVIEW PAST QUESTIONS AND ANSWERS IN NIGERIA

<p>SECTION A (NIGERIAN POLITICS)</p>  <p>1. Who Formed The First Political Party In Nigeria? Answer: Herbert Macaulay</p> <p>2. What Was The First Political Party In Nigeria? Answer: Nigerian National Democratic Party (NNPP)</p> <p>3. Who Is The Current President Of Nigeria? Answer: Muhammadu Buhari</p> <p>4. Who Is The Current Vice President Of Nigeria? Answer: Yemi Osinbajo</p> <p>5. What Does The Eagle In The Nigerian Coat Of Arm Represent? Answer: Strength</p> <p>6. What Do The Two Horses On The Nigerian Coat Of Arm Represent? Answer: Dignity</p> <p>7. What Was The Black Shield In The Nigerian Coat Of Arm Stand For? Answer: Nigeria's Fertile Soil</p> <p>8. What Does The White Colour In Nigerian Flag Stand For?</p>	<p>Section C (Nigerian History)</p>  <p>105. A Major Economic Activity Among The Nupe Was A. Horse Breeding B. Leather Work C. Canoe-Building D. Cattle Rearing.</p> <p>106. The Main Features Of The Economy Of The Forest Zone Of Nigeria In The Eighteenth Century Were A. Pastoral Farming And Fishing B. Fishing And Salt-Making C. Cotton Cultivation And Weaving D. Cash Crop Production And Trading.</p> <p>107. The Spread Of Islam Between The 11th And 14th Centuries In Nigeria Was Largely Due To A. Arab Missionary Activities B. The Waging Of Jihads C. Trade And Commerce D. Absence Of Any Religion In The Area.</p> <p>108. A Significant Effect Of The Christian Missionary Activity In Nigeria Was The A. Introduction Of Formal Education B. Training Of Nationalists C. Introduction Of New Crops D. Abolition Of The Slave Trade.</p> <p>109. An Outstanding Reason For The Abolition Of The Trans-Atlantic Slave Trade Was</p>	<p>Section B (Nigerian Current Affairs)</p>  <p>46. The Military Coup Of July 25, 1975 Which Topped General Yakubu Gowon From Power Took Place When He Was Attending Which Important Event? A. Dau Summit In Kampala B. Un General Assembly In New York C. Assembly Of Heads Of States Of O'rowa In Monrovia D. The Olympic Games</p> <p>47. Which Of The Following Political Parties Did Not Participate In The 1979 General Election In Nigeria? A. Unity Party Of Nigeria B. National Party Of Nigeria C. Social Democratic Party</p> <p>48. Alhaji Shehu Shagari Was Sworn In As President Of The Federal Republic Of Nigeria In 1979 By A. Justice Fatai Williams B. Justice Adetokunbo Ademola C. Justice Salihu Modibbo Alfa Belgore D. Justice Isa Mohammed</p>
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SCROLL DOWN



The **“RECRUITMENT PAST QUESTIONS AND ANSWERS IN NIGERIA”** outlines major interview questions in Nigeria and their answers ranging from Federal Jobs, State, Oil & Gas Jobs, Aviation Jobs, Company Jobs, etc.

This e-Guide has helped millions of Nigerians prepare for Job Interviews from all parastatals as it analyses frequent questions asked in Nigeria by major Hiring firms for top Organizations in Nigeria.

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