

Behavioral Interview Cheat Sheet

Three questions that actually predict job performance, and a scorecard to bring into every interview so “I liked them” becomes a real comparison.

Candidate Name:

Role:

The three questions

1. Tell me about a time you [specific job-relevant situation]. What happened, and what did you do?

Why it works: Past behavior in a specific situation predicts future behavior far better than a general impression or a hypothetical answer.

2. What would your last manager say your biggest weakness was?

Why it works: Asking what someone else would say forces a more honest, specific answer than the rehearsed non-answer “what’s your biggest weakness” usually gets.

3. Walk me through your last two weeks at your current or most recent job.

Why it works: Surfaces real day-to-day work ethic and priorities in a way that’s hard to fake convincingly.

Scorecard

Score immediately after the interview, before moving to the next candidate and before impressions blur together.

What matters most for this role	1	2	3	4	5
	☐	☐	☐	☐	☐
	☐	☐	☐	☐	☐
	☐	☐	☐	☐	☐
	☐	☐	☐	☐	☐

Before you decide

- Call the references. A reference check that only confirms dates of employment is a wasted call.
- Ask a reference the same behavioral-style question you asked the candidate, and see if the stories line up.