# Interview Question Bank

Practice out loud. STAR for stories, CAR for quick answers, 3-2-1 when a story doesn't fit.

## "Tell me about yourself" planner

Keep it to about 60 seconds. Start with where you are now, then how you got here, then where you're headed. Connect the parts with because, but, and therefore, never "and then."

**1. Present** What you do now

**2. Past** How you got here

**3. Future** Why this role fits

## Common questions

### PERSONAL INSIGHT

- Tell me about yourself.
- What are you most proud of?

### PORTFOLIO & RESUME

- Walk me through this piece.
- What was your role on this team project?
- What would you change about this piece?
- How do you handle feedback on your work?

### SITUATIONAL

- A client hates your first concept. What do you do?
- You can't hit a deadline. What do you do?

### MOTIVATION & FIT

- Why do you want to work here?
- What do you know about our studio?
- Where do you see yourself in 3 years?

### BEHAVIORAL

- Tell me about a time you met a tight deadline.
- Tell me about a time you disagreed with feedback.
- Tell me about a time you failed.

### THE TOUGH ONES

- What's your biggest weakness?
- What are your salary expectations?
- How do you use AI in your work?

### Talking pay in California

- No employer can ask what you were paid before (Cal. Labor Code §432.3).
- Employers with 15+ employees must post a pay range. Any applicant can ask for it.
- They CAN ask your expectations. Give a range anchored to the posted range.

## Practice your answers

Pick your 3 hardest questions. Jot down key points only, then say each answer out loud twice.

### Question 1

### Key points

### Question 2

### Key points

### Question 3

### Key points

**How to practice**

- Say each answer out loud twice. Then record yourself once and watch it back.
- Aim for about 1 to 2 minutes per story answer.
- Practice with a classmate and swap roles, so you hear both sides.

## Questions to ask them

### Do your homework first

You **NEED** to research the company before your interview. Look at their recent projects, clients, team, and news. Then come up with questions you **ACTUALLY** want answered.

**This is what separates boring candidates from next-level candidates.**

### Starter questions

Use these as a starting point, then make them yours.

- "I saw your work on [recent project]. What was the biggest challenge on that one?"
- "What's been your favorite part about working here?"
- "Can you tell me about the team I'd be working with?"
- "If I were hired tomorrow, what would my first projects be?"
- "Is there anything you'd like me to expand on?"

**Always end with:** "When can I expect to hear back?"

**Your questions for this company** Write 2 or 3 based on your research

### After the interview

- [ ] Send a thank-you email within 24 hours
- [ ] Mention something specific you discussed
- [ ] Ask for their card, or confirm it's okay to email them
- [ ] Keep applying until you have an offer in hand