

# Missouri Division of Workforce Development

A proud partner of the  network

## Answering Open-ended Questions

The question “Do you work well with others?” has only one correct answer in a job interview and most people can quickly figure out how to say it- “yes.” Sure, one can embellish this word with personal details or an accompanying story but it never requires much brain power to do so.

Some questions, however, are not straightforward. For example, “Tell me about a time when your boss was wrong about something related to your work. What did you do about it?” This is an example of an open-ended question and the task of answering it can be intimidating.

A recent article published by [thebalancecareers.com](http://thebalancecareers.com) says that employers generally ask open-ended questions to get a sense of someone’s personality and to see if that individual will fit into the company culture. A strong response will include an example from a past work experience and focus on why you’re the ideal candidate for the job.

Most interviews will contain a few open-ended questions. Therefore, it’s a good idea to prepare some answers in advance that will work for whatever open-ended question you might be asked. Think of times you overcame obstacles, dealt with a difficult coworker, customer or boss—all while shining like the star employee you are!

Additionally, figure out what your biggest strengths and weaknesses are, what motivates you and where you see yourself in 5 years before you shake hands with a would-be-employer. With some preparation, you can avoid being left speechless.