



THE HIRE TALENT
A TALENT ASSESSMENT COMPANY

Interview Questions Analyst

A person who collects and analyzes data in order to propose actionable decisions.

Business Savvy

- What positive changes have you initiated for your past employers related to any experience as an analyst?
- What do you think are the key strengths of a business analyst?
- How well has your business unit performed? What have you done to increase its performance?

Customer Service and Communication

- Can you tell me about a time when you had a conflict with someone on a project and how you ended up finding a solution?
- What is the most effective way you have found to engage stakeholders where you have to convince people who do not work for you to provide information?
- Tell me a time when organizational priorities shifted and significantly changed your assignment.
- Tell me a time you dealt with an unreasonable request.
- Tell me a time you delivered bad news well? Not so well?
- How do you decide what information is important to share?
- How do you disseminate this information to other people?
- How do you go about establishing rapport with a new person?

Analyzing Data and Problem Solving

- Tell me about your typical project approach.
- Provide some examples of data you have gathered and analyzed. How did you decide what was important? What types of analysis did you perform? What conclusions did you reach?
- Tell me about a time you put together a research paper. How did you find relevant information and organize your research?
- Give me a specific example of a time when you used good judgment and logic in solving a problem.
- How do you learn about a product or a process?
- How do you manage large databases without being overwhelmed?

Technology

- What are your best and worst technical skills?
- Which business intelligence tools or systems have you worked with?
- What kinds of data and technical information do you review?

Hire A-Players Every Time You Hire

“I feel as though I have a ready consultant on my shoulder ready to assist and discuss with me any difficult choices that result from the results of the testing. They have this area nailed, and I am very satisfied and content with the system.”

“All of the people I have hired since going through the FACT-based Hiring System have been my top performers. The system has greatly improved my team!”

“I love the performance management software! It allows me to keep track of all my hires and their metrics in one place! We have been able to push our hiring process faster than ever before!”

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