Sourcing Specialist Job Interview Questions And Answers

Interview Questions Answers

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About Interview Questions Answers

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Sourcing Specialist Interview Questions And Answers Guide.

Question - 1:
Explain yourself in one line?

Ans:
When you respond, keep in mind the type of position you are interviewing for like Sourcing Specialist based job, the company culture, and the work environment. Your answer should help show the interviewer why you're a match for the job and for the company.
Sample answers are:
* I'm a people person. I really enjoy meeting and working with a lot of different people.
* I'm a perfectionist. I pay attention to all the details, and like to be sure that everything is just right.
* I'm a creative thinker. I like to explore alternative solutions to problems and have an open mind about what will work best.
* I'm efficient and highly organized. This enables me to be as productive as possible on the job.
* I enjoy solving problems, troubleshooting issues, and coming up with solutions in a timely manner.

Question - 2:
Top 12 Stress Based Interview Questions As Sourcing Specialist:

Ans:
Some jobs require employees to work under stress, and some interviewers just like to see how applicants handle stressful questions. There are many questions designed for putting the interviewee into an awkward situation, or throwing them off, to see how they do under stress. Here are some samples.
1. How do you feel this interview is going As Sourcing Specialist?
2. How would you handle undeserved criticism from a superior?
3. What did you do when you had a boss you didn't get along with?
4. What would you do if a colleague stole supplies or equipment?
5. What would you do if a customer verbally insulted you in front of co-workers?
6. What would you do if a colleague took credit for your idea, and got a promotion?
7. Was the stress of your previous job too much for you?
8. What would you do if a colleague admitted to lying on their resume to get the job?
9. How successful do you think you've been so far?

Question - 3:
Can you tell me a little about yourself?

Ans:
This question seems simple, so many people fail to prepare for it, but it's crucial. Here's the deal: Don't give your complete employment (or personal) history As Sourcing Specialist. Instead give a pitch-one that's concise and compelling and that shows exactly why you're the right fit for the job. Start off with the 2-3 specific accomplishments or experiences that you most want the interviewer to know about, then wrap up talking about how that prior experience has positioned you for this specific role.

Question - 4:
Tell us something about yourself?

Ans:
Bad Answer: Candidates who ramble on about themselves without regard for information that will actually help the interviewer make a decision, or candidates who actually provide information showing they are unfit for the job.
Good answer: An answer that gives the interviewer a glimpse of the candidate's personality, without veering away from providing information that relates to the job. Answers should be positive, and not generic.
Question - 5:
Give me an example of a time when you were able to successfully communicate with another person even when that individual may not have personally liked you (or vice versa). How did you handle the situation? What obstacles or difficulties did you face? How did you deal with them?

Ans:
First, the key is to state the differences in personality to give the interviewer some background. Second, you want to discuss how that was affecting the situation. Third, show how you were able to adapt to the way the person wanted to be communicated with to achieve your goals.

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Question - 6:
Explain me about a problem or disagreement you had with previous supervisor?

Ans:
This question is trap. It is meant to see whether or not you'll speak poorly of an employer. No one wants to hire someone who's going to speak poorly of them down the road. Stay upbeat and positive - and most of all don't say anything negative about a previous employer.

View All Answers

Question - 7:
Describe a time when you anticipated potential problems and developed preventive measures?

Ans:
The key here is to show that you were proactive. How did you find out about the potential problems? How did you address it quickly?

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Question - 8:
What do you consider to be your greatest strength?

Ans:
There isn't any right answer. Just make sure to make your response positive and true. A few good examples include: Your ability to solve complex problems, Your ability to work well on a team, Your ability to shine under pressure, Your ability to focus in chaotic situations, Your ability to prioritize and organize, Your ability to cut through the fluff to identify the real issues, Your ability to influence others positively. If your strength relates to the position in question that will be more beneficial - but again be honest, don't create a strength for yourself just because you think it will sound good.

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Question - 9:
How do you believe you would benefit our organization?

Ans:
This is a great question that provides you the opportunity to put your best foot forward, to tell the interviewer why he or she should consider hiring you for the job. Make sure you're well prepared for this question as you won't likely get a second chance to really shine.

View All Answers

Question - 10:
What motivates you?

Ans:
I've always been motivated by the challenge - in my last role, I was responsible for training our new recruits and having a 100% success rate in passing scores. I know that this job is very fast-paced and I'm more than up for the challenge. In fact, I thrive on it.

View All Answers

Question - 11:
Do you ever take work home with you?

Ans:
Here are two great sample answers that might help get you started:
* I am an extremely organized person, so I tend to be able to get my work done at work. However, if the need arose I would not be against taking work home. I try not to make it a habit, since I do value my free time. I do realize though that the work we do is important, and sometimes you have to do what needs to be done.
* I do not shy away from taking work home with me. I know that meeting deadlines and doing outstanding work sometimes means taking a bit of it home. I do not have a problem doing that when the need arises.
* Make sure to give an honest answer. Lying about taking work home may turn out badly for you if it is required and you do not do it.

View All Answers

Question - 12:
How do you measure success?

Ans:
There may be several good answers. Some include: you're able to set realistic, yet aggressive goals that push you and you're able to achieve them, you go the extra mile on all projects, client satisfaction is high, your boss is elated at your performance on all projects, etc.

View All Answers

Question - 13:
What is your greatest strength As Sourcing Specialist?
Ans:
This is your time to shine. Just remember the interviewer is looking for work related strengths As Sourcing Specialist. Mention a number of them such as being a good motivator, problem solver, performing well under pressure, being loyal, having a positive attitude, eager to learn, taking initiative, and attention to detail. Whichever you go for, be prepared to give examples that illustrate this particular skill.

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Question - 14:
What are your greatest professional strengths As Sourcing Specialist?

Ans:
When answering this question, we recommend being accurate (share your true strengths, not those you think the interviewer wants to hear); relevant (choose your strengths that are most targeted to this particular position As Sourcing Specialist); and specific (for example, instead of “people skills,” choose “persuasive communication” or “relationship building”). Then, follow up with an example of how you’ve demonstrated these traits in a professional setting.

View All Answers

Question - 15:
If you felt like you were hitting the proverbial "wall" and getting burned out, what would you do to re-energize yourself?

Ans:
Take a break to rest. Work in smaller increments of time to increase focus with breaks in between. Delegate tasks to those that are willing to help.

View All Answers

Question - 16:
Explain me what do you know about our company?

Ans:
Bad Answer: They don't know much about the company. If a candidate is serious and enthusiastic, they should have done some basic research.

Good answer: An answer that shows they've really done their homework and know what the company does, any important current events that involve the company, and the work culture.

View All Answers

Question - 17:
What position do you prefer on a team working on a project?

Ans:
Do not claim to be comfortable with a specific role if you are not comfortable with it. However, if you have no problem working in certain roles or situations, be sure to discuss this with the interviewer.

View All Answers

Question - 18:
Why was there a gap in your employment As Sourcing Specialist?

Ans:
If you were unemployed for a period of time, be direct and to the point about what you've been up to (and hopefully, that's a litany of impressive volunteer and other mind-enriching activities, like blogging or taking classes). Then, steer the conversation toward how you will do the job and contribute to the organization: “I decided to take a break at the time, but today I'm ready to contribute to this organization in the following ways.”

View All Answers

Question - 19:
What is the most irritating thing you've experienced about your co-workers?

Ans:
This question is designed to find out if you get along well on team, with other and whether or not you'll be a fit with the interviewer's organization. It's a trap. Think real hard but fail to come up anything that irritated you about your co-workers. A short positive response is best.

View All Answers

Question - 20:
Did you consider yourself a team player?

Ans:
Of course you're a team player - who isn't. But a simple yes probably isn't the response the interviewer is looking for. Be ready to provide specific example of how you've worked as part of a cohesive team to get things accomplished and how you've focus on team performance rather than individual performance. Make sure not to brag as this will make it appear as that you're more concerned about your own performance and accomplishments than those of the team.

View All Answers

Question - 21:
How well do you know this industry?

Ans:
Two things businesses need to pay attention to in their industries are what their competition is doing and the customers. You may not always agree with your competitors but it is important to be aware of what changes they are making. Very well. I have been in the industry for over 6 years.
Question - 22:
What does “collaboration with teammates” mean to you?

Ans:
Drinking at the water cooler together is not the best example. Think of how you can collaborate with teammates to generate new ideas, to create initiatives to impact the business’ success for the better (specifically in the department that you’re applying for). For example, if you’re applying to marketing, collaboration could mean discussing new ways of social media advertising to reach an audience of over a million people to strengthen the brand awareness of the company.

Question - 23:
Why do you feel you will excel at this job?

Ans:
This question presents an excellent opportunity for you to discuss your education, qualifications and personal traits. You might say something like "I studied property management as well as behavior during my college years and I have two years’ experience in real estate. I can gauge the homes or apartments in which clients will be interested based solely upon the needs of their families. Finally, my organizational skills will allow me to schedule appointments or showings confidently and arrive for them punctually.” This shows your interviewer that you have all of the skills necessary to become successful not only for yourself, but also for your employer.

Question - 24:
Describe your work style?

Ans:
Describe the positive aspects of your work style if possible, including: work ethic, attention to detail, interpersonal skills, skill sets (analytical or otherwise), leadership abilities, communication skills.

Question - 25:
Did the salary we offer attract you to this job?

Ans:
The interviewer could be asking you this question for a number of reasons. Obviously, the salary is an important factor to your interest in this job, but it should not be the overriding reason for your interest. A good answer to this question is, “The salary was very attractive, but the job itself is what was most attractive to me.”

Question - 26:
Where do you see yourself in five years As Sourcing Specialist?

Ans:
If asked this question, be honest and specific about your future goals, but consider this:
A hiring manager wants to know
* a) if you've set realistic expectations for your career,
* b) if you have ambition (a.k.a., this interview isn't the first time you're considering the question), and
* c) if the position aligns with your goals and growth. Your best bet is to think realistically about where this position could take you and answer along those lines. And if the position isn't necessarily a one-way ticket to your aspirations?
It's OK to say that you're not quite sure what the future holds, but that you see this experience playing an important role in helping you make that decision.

Question - 27:
How do you feel about technology at the workplace in general?

Ans:
It’s a great enabler for us to collaborate better as a team, for us to reach customers more efficiently and frequently and I believe it can help any company become more efficient, leaner, and more productive.

Question - 28:
What can you tell me about team work as part of the job As Sourcing Specialist?

Ans:
There is usually a team of staff nurses working in cooperation with each other. A team of nurses has to get along well and coordinate their actions, usually by dividing their responsibilities into sectors or specific activities. They help each other perform tasks requiring more than one person.

Question - 29:
How many basketballs would fit in this room?

Ans:
One. You did not ask what is the maximum number of basketballs you can fit in the room.
Question - 30:
Who are your role models? Why?
Ans:
If possible, cite role models you're truly passionate about - passion is contagious and will show you're being genuine. If the role model is in the same or similar industry as the company in an executive level position, even better.

Question - 31:
Why were you fired?
Ans:
OK, if you get the admittedly much tougher follow-up question as to why you were let go (and the truth isn't exactly pretty), your best bet is to be honest (the job-seeking world is small, after all). But it doesn't have to be a deal-breaker. Share how you've grown and how you approach your job and life now as a result. If you can position the learning experience as an advantage for this next job, even better.

Question - 32:
How do you feel about this company's vision?
Ans:
First find out where the company envisions itself in 3-5 years. If you can't find the vision of the company, that's probably a big question mark on the company itself. Once you do, identify how those company's visions align to your personal values and goals and then articulate how tightly correlated that is to the interviewer. For example - this company wants to be the #1 provider of green technology in the world and I feel strongly about that vision because we've got a chance to collectively impact the world to become a greener society and save our clients at the same time!

Question - 33:
What motivates you to succeed?
Ans:
Your interviewer will likely want to know the reasons why you will remain motivated to do your best during your employment with the company As Sourcing Specialist. Perhaps you are interested in being challenged, but you may also have interest in being recognized for your hard work in the form of the number of sales you can attain. A great example answer for this question is "I always do my best in everything, including my job. I take pride in my success, and I also want the company for which I work to be successful. Being affiliated with a company that is known for its excellence is very important to me."

Question - 34:
What differentiates this company from other competitors?
Ans:
Be positive and nice about their competitors but also discuss how they are better than them and why they are the best choice for the customer. For example: "Company XYZ has a good product, but I truly believe your company has a 3-5 year vision for your customer that aligns to their business needs."

Question - 35:
What are your thoughts on social media for this role?
Ans:
Without a doubt, social media is becoming more and more pervasive in our jobs. You should stress that social media is not appropriate for personal use at work. However, if the company embraces social media in certain departments (for example marketing), then you may want to discuss how you could use it for work (as long as it applies to your role).

Question - 36:
Tell me an occasion when you needed to persuade someone to do something?
Ans:
Interpersonal relationships are a very important part of being a successful care assistant. This question is seeking a solid example of how you have used powers of persuasion to achieve a positive outcome in a professional task or situation. The answer should include specific details.

Question - 37:
What does success mean to you?
Ans:
I am punctual, I always have excellent attendance on any job As Sourcing Specialist, I have a keen eye for both large and small details, and I am always finding ways to improve a process and shorten the length of time it takes to complete a project.
Question - 38:
How important is the vision of the company to you?

Ans:
It should be very important if you want a long standing career. Remember, you're investing your time, energy and earnings potential into a company so you want to make sure it's a sustainably successful company that will grow with you over the long haul.

Question - 39:
What type of extracurricular activities are you a part of?

Ans:
Discuss the clubs / activities you were in, share a personal story about why you enjoyed it and then describe how it's helped shape you to be who you are today. For example, I enjoyed rock climbing because it taught me the value of practicing hard at a sport to become skilled in it. I bring this same diligence to my work approach today as well.

Question - 40:
What is your greatest strength? How does it help you As Sourcing Specialist?

Ans:
One of my greatest strengths, and that I am a diligent worker... I care about the work getting done... I am always willing to help others in the team... Being patient helps me not jump to conclusions... Patience helps me stay calm when I have to work under pressure... Being a diligent worker... It ensures that the team has the same goals in accomplishing certain things.

Question - 41:
What type of work environment do you prefer?

Ans:
Ideally one that's similar to the environment of the company you're applying to. Be specific.

Question - 42:
What types of personalities do you work with best?

Ans:
In the past, I have found it difficult to work with others who see themselves as better than others, who can take criticism, and who refuse to work with others. I have found it challenging to work with them b/c I am a team oriented person who feels the importance of working together over the needs of the individual especially in a learning environment.

Question - 43:
What schedule do you hope to work? Are you willing to work extra hours?

Ans:
Be honest. If you really want the job and are willing to work any schedule needed, say so. If, however, you have no intention of working late hours or weekends, simply let the interviewer know the hours that you are available to work. The same applies to extra hours. You are more likely to be hired if you are willing to work any time you are needed. However, saying that you are willing and then complaining about the hours once you start working is a recipe for disaster.

Question - 44:
What kind of salary do you need As Sourcing Specialist?

Ans:
This is a loaded question and a nasty little game that you will probably lose if you answer first. So, do not answer it. Instead, say something like, that's a tough question. Can you tell me the range for this position? In most cases, the interviewer, taken off guard, will tell you. If not, say that it can depend on the details of the job. Then give a wide range.

Question - 45:
What would your first 30, 60, or 90 days look like in this role As Sourcing Specialist?

Ans:
Start by explaining what you'd need to do to get ramped up. What information would you need? What parts of the company would you need to familiarize yourself with? What other employees would you want to sit down with? Next, choose a couple of areas where you think you can make meaningful contributions right away. (e.g., "I think a great starter project would be diving into your email marketing campaigns and setting up a tracking system for them.") Sure, if you get the job, you (or your new employer) might decide there's a better starting place, but having an answer prepared will show the interviewer where you can add immediate impact—and that you're excited to get started.
What is your greatest weakness As Sourcing Specialist? What are you doing to improve it?

Ans:
I believe my biggest weakness As Sourcing Specialist is wanting to help anyone I can help. What I mean is I am willing to take on task that are not my job. I want to learn all I can. However, that has helped me get promoted or even asked to help in times of need in other department. I have been know as the "go to person" when help is needed.

Question - 47:
What is your biggest achievement?

Ans:
Quality work to be is about doing work to the require or set standard, which is very important when it comes to warehouse operations.

Question - 48:
What does quality work mean to you?

Ans:
Quality work to be is about doing work to the require or set standard, which is very important when it comes to warehouse operations.

Question - 49:
What's a time you exercised leadership?

Ans:
Depending on what's more important for the the role, you'll want to choose an example that showcases your project management skills (spearheading a project from end to end, juggling multiple moving parts) or one that shows your ability to confidently and effectively rally a team. And remember: "The best stories include enough detail to be believable and memorable,.". Show how you were a leader in this situation and how it represents your overall leadership experience and potential.

Question - 50:
Do you work well under pressure?

Ans:
Yes. When it comes down to the wire, the best thing I can to remain focused, have some flexibility, and understand priorities. Giving them attention in the order they are needed.

Question - 51:
Explain an occasion when you had to adapt in the face of a difficult situation?

Ans:
One of the most useful interview tactics is to remain positive about your work and achievements. This question lets the candidate draw on their own personal history to show how they have been positive and successful in the face of difficulties. Choose a specific occasion to describe, rather than dealing with generic platitudes.

Question - 52:
How do you evaluate your ability to handle conflict?

Ans:
I pride myself on being a good problem solver. Through my previous job and management positions I have faced numerous conflicts in different situations, and my experiences have helped me to hone my issue resolution skills. I believe that it is important to get to and address the root of the issue, in a respectable manner.

Question - 53:
Where do you see yourself professionally five years from now As Sourcing Specialist?

Ans:
Demonstrate both loyalty and ambition in the answer to this question. After sharing your personal ambition, it may be a good time to ask the interviewer if your ambitions match those of the company.

Question - 54:
Do you think you have enough experience As Sourcing Specialist?

Ans:
If you do not have the experience they need, you need to show the employer that you have the skills, qualities and knowledge that will make you equal to people with experience but not necessary the skills. It is also good to add how quick you can pick up the routine of a new job role.
Question - 55:
Do you like to start personal relationships with other employees?

Ans:
Well, the right answer is yes and no. Good personal relations can improve the overall performance of a team. But on the other hand, you should not let your emotions to affect your decisions in work.

Question - 56:
What is your desired salary As Sourcing Specialist?

Ans:
Bad Answer: Candidates who are unable to answer the question, or give an answer that is far above market. Shows that they have not done research on the market rate, or have unreasonable expectations.

Good answer: A number or range that falls within the market rate and matches their level of mastery of skills required to do the job.

Question - 57:
Explain me about your experience working in this field As Sourcing Specialist?

Ans:
I am dedicated, hardworking and great team player for the common goal of the company I work with. I am fast learner and quickly adopt to fast pace and dynamic area. I am well organized, detail oriented and punctual person.

Question - 58:
How would your friends describe you?

Ans:
My friends would probably say that I'm extremely persistent - I've never been afraid to keep going back until I get what I want. When I worked as a program developer, recruiting keynote speakers for a major tech conference, I got one rejection after another - this was just the nature of the job. But I really wanted the big players - so I wouldn't take no for an answer. I kept going back to them every time there was a new company on board, or some new value proposition. Eventually, many of them actually said "yes" - the program turned out to be so great that we doubled our attendees from the year before. A lot of people might have given up after the first rejection, but it's just not in my nature. If I know something is possible, I have to keep trying until I get it.

Question - 59:
What do you think is your greatest weakness?

Ans:
Don't say anything that could eliminate you from consideration for the job. For instance, "I'm slow in adapting to change" is not a wise answer, since change is par for the course in most work environments. Avoid calling attention to any weakness that's one of the critical qualities the hiring manager is looking for. And don't try the old "I'm a workaholic," or "I'm a perfectionist.

Question - 60:
How do you think I rate as an interviewer?

Ans:
I think you did fine. I'm sure you've conducted a lot of interviews, and it's probably second nature for you now. Thanks for taking the time to meet with me today. I'm sure you have a lot of things you have to juggle every day. I'd say you rate at least ten out of ten. The questions you asked seemed spot on. I can tell you guys are working hard to find the perfect applicant for the job. I'm glad I could meet with you.

Question - 61:
How do you keep each member of the team involved and motivated?

Ans:
Many managers mistakenly think that money is the prime motivator for their employees. However, according to surveys by several different companies, money is consistently ranked five or lower by most employees. So if money is not the best way to motivate your team, what is? Employees' three most important issues according to employees are:
* Respect
* A sense of accomplishment
* Recognition
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