

**Interview Questions Answers** 

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# **About Interview Questions Answers**

Interview Questions Answers. ORG is an interview preparation guide of thousands of Job Interview Questions And Answers, Job Interviews are always stressful even for job seekers who have gone on countless interviews. The best way to reduce the stress is to be prepared for your job interview. Take the time to review the standard interview questions you will most likely be asked. These interview questions and answers on Sandy Spring Bancorp will help you strengthen your technical skills, prepare for the interviews and quickly revise the concepts.

If you find any **question or answer** is incorrect or incomplete then you can **submit your question or answer** directly with out any registration or login at our website. You just need to visit <u>Sandy Spring Bancorp Interview Questions And Answers</u> to add your answer click on the *Submit Your Answer* links on the website; with each question to post your answer, if you want to ask any question then you will have a link *Submit Your Question*; that's will add your question in Sandy Spring Bancorp category. To ensure quality, each submission is checked by our team, before it becomes live. This <u>Sandy Spring Bancorp Interview preparation PDF</u> was generated at **Thursday 29th March, 2018** 

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Best Of Luck.

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# Question - 1:

Who has been an inspiration for you?

## Ans:

Cite your role models (possible examples could be your parents, people successful in the industry, world leaders, etc)

View All Answers

## Question - 2:

You have a project due in one hour but a more important emergency that affects business needs to be fixed immediately, what do you do?

## Δne-

Focus on the issue that impacts the business most first.

View All Answers

# Question - 3:

How well do you perform under pressure?

# Ans:

This is a fair question, as potential employers want to know if you're going to be able to get the job done even when things get a little bit stressful. You may say that you thrive under pressure or that you're able to get the job done even when things get a little bit stressful, just make sure to provide some real world examples of your ability to work under pressure in a prior job.

View All Answers

# Question - 4:

What do you like to do for fun?

# Ans:

Be open to sharing hobbies and activities that you enjoy. Make sure you're genuine about it and don't list off things you don't really like because if they ask you a follow up question it'll be harder for you to answer.

View All Answers

# Question - 5:

Think about the changes you have seen and tell me how you handle change?

# Ans

You can cite personal life changes, work place changes, career changes, technology change, industry change. The key is to discuss how seeing or experiencing that change has helped your development. For example, the recent changes in social media has broadened my horizons and helped me learn new forms of efficient marketing.

View All Answers

# Question - 6:

If you could do it all over again, how would you plan your academic studies differently?

# Ans:

Whatever you do, just don't act bitter. A lot of times we wish we could change the past, but focus on the positive reasons and results of the decisions you already made.

View All Answers

# Question - 7:



Tell me why do you want this job In Sandy Spring Bancorp?

## Ans

Bad Answer: No solid answer, answers that don't align with what the job actually offers, or uninspired answers that show your position is just another of the many jobs they're applying for.

Good answer: The candidate has clear reasons for wanting the job that show enthusiasm for the work and the position, and knowledge about the company and job.

View All Answers

## Question - 8:

How have you made an impact on your team in the past?

## Ans:

I would explain and show to him or her best way possible and if they have a better way then I will encourage him or her to let me know then we can see if it works or not In Sandy Spring Bancorp.

View All Answers

# Question - 9:

Why did you leave your last job In Sandy Spring Bancorp?

## Ans:

Regardless of why you left your last job make sure to stay positive. Always smile and focus on the positive reason such you were seeking the opportunity to expand your career opportunities, your interest in working with a new firm that provided greater opportunity, you desired to work in a new location, etc. Don't reference previous job problems or differences with management that caused you to leave. If you stay positive, your answer may help you. If you're negative, you will likely decrease your chances of getting the job for which you're interviewing.

View All Answers

# Question - 10:

Do you consider yourself successful?

## Ans:

You should always answer yes to this question. Briefly explain why without going on and on. If you communicate that you're more successful than you really are you may come off as arrogant or unrealistic. A goof explanation is that you have set professional goals and that you have met some of these goals and are on track to meet more in the near future.

View All Answers

# Question - 11:

If you were given more initiatives than you could handle, what would you do?

# Ans:

First prioritize the important activities that impact the business most. Then discuss the issue of having too many initiatives with the boss so that it can be offloaded. Work harder to get the initiatives done.

View All Answers

# Question - 12:

If you were interviewing someone for this position In Sandy Spring Bancorp, what traits would you look for?

# Ans:

This is where the interviewer tries to turn the tables on you. Answer confidently by stating 3 specific traits that are applicable to that job role. For example, a consulting job would likely look for someone who can think outside of the box.

After answering, ask them, "Am I spot on here and if not, what traits would you look for?"

View All Answers

# Question - 13:

Why are you leaving last job?

# Ans:

Although this would seem like a simple question, it can easily become tricky. You shouldn't mention salary being a factor at this point In Sandy Spring Bancorp. If you're currently employed, your response can focus on developing and expanding your career and even yourself. If you're current employer is downsizing, remain positive and brief. If your employer fired you, prepare a solid reason. Under no circumstance should you discuss any drama or negativity, always remain positive.

View All Answers

# Question - 14:

Tell me a difficult situation you have overcome in the workplace?

# Ans:

Conflict resolution, problem solving, communication and coping under pressure are transferable skills desired by many employers In Sandy Spring Bancorp. Answering this question right can help you demonstrate all of these traits.

- Use real-life examples from your previous roles that you are comfortable explaining
- \* Choose an example that demonstrates the role you played in resolving the situation clearly
- \* Remain professional at all times you need to demonstrate that you can keep a cool head and know how to communicate with people



## Question - 15:

What would your previous employer say is your greatest strength?

#### Ane.

Be prepared for this question. If you have to sit and think about it it's going to appear as if you're not sure or that you've never identified your own value in the work place - not good. You don't have to have a complex response. Keep it simple and honest. For example, several possibilities could be Leadership, Problem solving ability, Initiative, Energy, Work ethic, Innovative, etc., etc.

View All Answers

# Question - 16:

What is more important to you money or success?

## Ans:

First ask yourself that question before the interview - what are your priorities? Are money and success actual one in the same goal for you? If not, what's more important based on how do you define success?

View All Answers

# Question - 17:

If you had enough money to retire would you?

## Ans:

Just be honest. If you would retire then say so. But since you can't retire, and the interviewer already knows this, simply answer that since you can't this is type of work you prefer doing. However, if you wouldn't retire if you had the money then explain why. Work is an important element of happiness for most people and many won't retire even when they can.

View All Answers

## Question - 18:

Explain yourself in one line?

## Ans:

When you respond, keep in mind the type of position you are interviewing for like Sandy Spring Bancorp 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.

View All Answers

# Question - 19:

Give me a specific example of a time when you had to conform to a policy with which you did not agree?

# Ans:

You want to first understand why the policy was put into effect. From there, if you truly disagree with it, explain your position to your management. If they don't change it, then you must accept their decision and continue to work or the alternative decision would be to find a new job.

View All Answers

# Question - 20:

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

View All Answers

# Question - 21:

What qualities do you look for in a boss?

# Ans:

Remain optimistic and do not be too specific. Good attributes include moral character, honesty, and intelligence since managers usually believe they possess these qualities.

View All Answers

# Question - 22:

What experience do you have In Sandy Spring Bancorp?

# Ans:

The employer would want to know that not only you can do the job but you can make the difference and bring significant contribution - Simple as that. No doubt that this is your time to perform and present yourself - You have to introduce/sell yourself to the interviewer. Prepare your answer based on your qualification, professional experience and what you've already achieved in your previous jobs. This is your time to express why you think that your professional abilities fit into the job and its requirements.



Top 10 employment experience you'd want to review:

- \* Companies you worked for with dates
- \* The positions you've held
- \* Key projects and responsibilities
- \* Achievements
- \* Coursework & continues education
- \* Expertise
- \* Tools you used (software, hardware)
- \* Knowledge of languages
- \* Engagement with customers and key industry leaders
- \* Team work you were involved (and your contribution)

# View All Answers

## Question - 23:

What have you done to improve your knowledge In Sandy Spring Bancorp in the last year?

## Ans:

Try to include improvement activities that relate to the job In Sandy Spring Bancorp. A wide variety of activities can be mentioned as positive self-improvement. Have some good ones handy to mention.

View All Answers

# Question - 24:

What's been your biggest failure to date?

## Δns.

Describe your biggest failure and discuss what you've learned from it and ideally how you've been successful since because of that lesson.

View All Answers

## Question - 25:

Why do you feel you will excel at rhis job?

## Δns.

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.

View All Answers

# Question - 26:

Why do you want to work in this industry In Sandy Spring Bancorp?

# Ans:

Make sure you research the industry first. Then find at least 3 core things about that industry that you're passionate about (for example: how their solutions impact clients, their culture, the leadership, etc)

View All Answers

# Question - 27:

If you have seven white socks and nine black socks in a drawer, how many socks do you have to pull out blindly in order to ensure that you have a matching pair?

# Ans:

if the first one is one color (say, white), and the second one is the other color (black), then the third one, no matter what the color, will make a matching pair. (Sometimes you're not supposed to think that hard.)

View All Answers

# Question - 28:

Why are you leaving the present company?

# Anc:

According to me we can not grow in the field without taking more responsibilities and risks and also we can't enhance our team leading capabilities, managerial skills without expose to wide range of people.

View All Answers

# Question - 29:

What are your personal skills which make you a candidate for the position In Sandy Spring Bancorp?

# Ans:

The list of crucial character traits includes patience, tact, and poise, with personal and cultural sensitivity. One needs the ability to work long hours, with much walking and some physical tasks. But the most important trait of all is to love people and to have the desire to care for them.

View All Answers

# Question - 30:



Who was your favorite manager and why?

#### Anc

Describe the attributes you liked about your favorite manager, typically attributes discussed are: Great at coaching, inspiring, motivating, empowering, trusting, delegating, leading, etc.

View All Answers

# 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.

View All Answer

# Question - 32:

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.

View All Answers

## Question - 33:

Describe what a bad work environment would look like to you In Sandy Spring Bancorp?

## Ans:

There could be a multitude of things to discuss here: Business ethics (wrongdoing), inconsiderate teammates, non-supportive management, a product that does not do what you're promising customers and so forth.

View All Answers

# Question - 34:

What do you know about this company?

## Ans:

Research the company on Google by searching recent news (to remain current on them) and their website. Make sure you understand their products / services, vision, competitive differentiators, and work culture.

View All Answers

# Question - 35:

How do you prioritize your work initiatives In Sandy Spring Bancorp?

# Ans:

Discuss how you prioritize your work initiatives based on the company initiatives. For example, if you're in customer service discuss how you're focused on providing the best customer experience.

View All Answers

# Question - 36:

Give me a few examples of how you're results oriented?

# Ans:

Make you give an example where you discuss details and metrics. For example, I was a tutor in my last job and mentored 5 students on their SAT test taking skills and raised their scores by 15% on average after a 3 month teaching stint.

View All Answers

# Question - 37:

Tell me about a time when you were held accountable for a problem that you hadn't caused?

# Ans

If someone puts the blame on you (incorrectly), the best thing you can do is NOT to retaliate. You want to make it known that you were not to blame (explain all the facts) and then focus on fixing the problem in the best way possible.

View All Answers

# Question - 38:

How have you achieved your success?

# Δns.

Discuss stories of how you've progressed over the years to achieve success. People relate best to stories.

View All Answers

# Question - 39:



What is it about this position In Sandy Spring Bancorp that attracts you the most?

#### Anc

Use your knowledge of the job description to demonstrate how you are a suitable match for the role.

View All Answers

## Question - 40:

What other companies are you interviewing at?

## Ans:

Be open and share if you are indeed interviewing elsewhere, but do it in a humble way. This way you don't seem arrogant and the interviewer knows your skills are valued by other companies. This also tends to make them want you more as they know they are competing for your services.

View All Answers

## Question - 41:

What do you know about our competition?

## Ans:

Make sure you do your research on their competitors. You can find this by going to yahoo finance and click on their competitors (if they are public). From there research the news on them and go to their websites to understand their positioning on solutions and vision. You can also research local regional companies that are their competition (if it's a smaller private company on a regional scale) by simply typing in similar product offerings in the Google search followed by the city. Make sure you know their competitor's vision, products, culture, and how they are differentiated against their competition (and if they're not, how they could be)

View All Answers

## Question - 42:

What qualities do you believe are important to have as a manager?

## Ane:

Great managers tend to empower their employees to be successful through strong coaching. They understand how to manage relationships - this is commonly referred to emotional intelligence. They have to be able to handle both client and staff situations that require them to be calm under pressure to clearly think of solutions to complex problems. Most importantly they must be able to articulate the vision to the team and inspire them to work together to collectively achieve that goal

View All Answers

## Question - 43:

Why should we give you this job In Sandy Spring Bancorp when someone else is equally qualified?

# Ans:

Describe how you're unique, but make sure you tie it to the job responsibilities and how you would impact the company. For example, "I believe my unique programming skills and experience in developing over 18 best selling iphone apps will help the company develop high quality applications faster than my competitors"

View All Answers

# Question - 44:

What's a time you disagreed with a decision that was made at work?

# Ans:

Everyone disagrees with the boss from time to time, but in asking this interview question In Sandy Spring Bancorp, hiring managers want to know that you can do so in a productive, professional way. "You don't want to tell the story about the time when you disagreed but your boss was being a jerk and you just gave in to keep the peace. And you don't want to tell the one where you realized you were wrong,". Tell the one where your actions made a positive difference on the outcome of the situation, whether it was a work-related outcome or a more effective and productive working relationship.

View All Answers

# Question - 45:

Are You a 'People' Person?

# Ans:

Although it may be phrased a little differently, the gist of this question is clear:

Do you like being around people? If you don't, being a medical assistant isn't a good fit for you. After all, you'll be working directly with patients throughout the day. It helps a lot if you sincerely like interacting with them. While answering this question, make sure to mention that you like helping people too. This will drive home the point that you are a talented medical assistant and would be a valuable part of the team In Sandy Spring Bancorp.

View All Answers

# Question - 46:

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 In Sandy Spring Bancorp. 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 - 47:

What was the biggest professional risk you have taken and what was the outcome?

#### Ans.

First discuss how you weighed the pros and cons of the risk and the results you'd believe you could achieve. Then discuss the action plan you put into place for it and outline that step by step. Then discuss the outcome and if it wasn't optimal talk about what you would do differently in hindsight.

View All Answers

## Question - 48:

If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?

## Ans:

Both are important. You need to stress that. However, if you could only choose one, ask yourself In Sandy Spring Bancorp - do you like to be "in the weeds" with your work, or do you want to be the one painting the vision?

View All Answers

## Question - 49:

Tell me the difference between good and exceptional?

## Ans:

Good gets the job done on time and is high quality. Exceptional is a game changer - it stands out, it's creative, it's above and beyond expectations. Tell the interviewer a story about how you were exceptional.

View All Answers

## Question - 50:

There's no right or wrong answer, but if you could be anywhere in the world right now, where would you be?

## Ans:

Just be honest about where you'd like to be - you never know - you may end up bonding with the interviewer with the location. However, you want to stress that you want to work out of the location that you're interviewing for.

View All Answers

# Question - 51:

What kind of salary do you need In Sandy Spring Bancorp?

## 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.

View All Answers

# Question - 52:

Give me an example of an emergency situation that you faced. How did you handle it?

# Ans:

There was a time when one of my employers faced the quitting of a manager in another country. I was asked to go fill in for him while they found a replacement and stay to train that person. I would be at least 30 days. I quickly accepted because I knew that my department couldn't function without me.

View All Answers

# Question - 53:

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.

View All Answers

# Question - 54:

How do you decide what to delegate and to whom?

# Ans:

Identify the strengths of your team members and their availability based on the priorities they have on their plate. From there, invest the tasks upon each member based on where you think you'll get the best return.

View All Answers

# Question - 55:

If I were to give you this salary you requested but let you write your job description for the next year, what would it say?

# Ans:

It should say the same thing - after all - if you think this salary is fair then it should suit the responsibilities!



## Question - 56:

Why are you leaving your current job?

#### Ane-

This is a toughie, but one you can be sure you'll be asked. Definitely keep things positive-you have nothing to gain by being negative about your past employers. Instead, frame things in a way that shows that you're eager to take on new opportunities and that the role you're interviewing for is a better fit for you than your current or last position. For example, "I'd really love to be part of product development from beginning to end, and I know I'd have that opportunity here." And if you were let go? Keep it simple: "Unfortunately, I was let go," is a totally OK answer.

View All Answers

## Question - 57:

Where do you see yourself professionally five years from now In Sandy Spring Bancorp?

## Δns·

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.

View All Answers

# Question - 58:

Do you have good computer skills?

## Anc.

It is becoming increasingly important for medical assistants to be knowledgeable about computers. If you are a long-time computer user with experience with different software applications, mention it. It is also a good idea to mention any other computer skills you have, such as a high typing rate, website creation, and more.

View All Answers

# Question - 59:

What do you expect to be earning in 5 years In Sandy Spring Bancorp?

## Ans:

Discuss how you expect yourself to be excellent at your job. Thus, it would be reasonable to expect pay that is based on the merit of your work.

View All Answers

# Question - 60:

Why do you want to work In Sandy Spring Bancorp for this organisation?

# Ans:

Being unfamiliar with the organisation will spoil your chances with 75% of interviewers, according to one survey, so take this chance to show you have done your preparation and know the company inside and out. You will now have the chance to demonstrate that you've done your research, so reply mentioning all the positive things you have found out about the organisation and its sector etc. This means you'll have an enjoyable work environment and stability of employment etc everything that brings out the best in you.

View All Answers

# Question - 61:

Do you think a leader should be feared or liked?

# Ans:

Liked. You want to work harder for people that inspire and motivate you. Fear only lasts for so long.

View All Answers

# Question - 62:

Explain me about your experience working in this field In Sandy Spring Bancorp?

# 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.

View All Answers

# Question - 63:

What would you like to have accomplished by the end of your career?

# Ans:

Think of 3 major achievements that you'd like to accomplish in your job when all is said and done - and think BIG. You want to show you expect to be a major contributor at the company. It could be creating a revolutionary new product, it could be implementing a new effective way of marketing, etc.

View All Answers

# Question - 64:

How would you motivate your team members to produce the best possible results?

# Ans:

Trying to create competitive atmosphere, trying to motivate the team as a whole, organizing team building activities, building good relationships amongst people.



## View All Answers

# Question - 65:

How much time do you need to join the organization In Sandy Spring Bancorp?

## Anc.

You should be able to join it right away, barring plans you've already made (family travel, vacation, other obligations). The key is to simply be open in communication of what's already committed on your schedule. Most companies are accommodating. If they are not, weight the importance of joining that company vs. your plans.

View All Answers

## Question - 66:

What problems have you encountered at work?

## Anc.

Wow, do we have problems! Where do I begin? Well, most of the problems are internal, just people not working well with each other. I have one person on our team who is a real problem, but it seems like management is afraid to do anything about it. So we all end up having to do extra work to cover for this person, who just doesn't work. We all say that he's retired in place. I think he's just holding on until retirement in a couple years. But he's a real problem. I complain about it--a lot--but nothing ever seems to get done. I've even written negative reviews about the person, hoping he will get canned, but it doesn't happen. I can't wait for him to retire.

View All Answers

## Question - 67:

How do you plan to go by an example for your subordinates?

#### Anc.

Sticking to the rules by yourself, working hard and not mind participating on basic tasks is a good answer.

View All Answers

## Question - 68:

Do you like to start personal relationships with other employees?

## Δns·

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.

View All Answers

# Question - 69:

Describe to me the position In Sandy Spring Bancorp you're applying for?

# Ans

This is a "homework" question, too, but it also gives some clues as to the perspective the person brings to the table. The best preparation you can do is to read the job description and repeat it to yourself in your own words so that you can do this smoothly at the interview.

View All Answers

# Question - 70:

Explain an idea that you have had and have then implemented in practice?

# Ans:

Often an interview guide will outline the so-called 'STAR' approach for answering such questions; Structure the answer as a situation, task, action, and result: what the context was, what you needed to achieve, what you did, and what the outcome was as a result of your actions.

View All Answers

# Question - 71:

Rate yourself on a scale of 10?

# Δns·

If you truly believe you're a 10, you better be able to explain why with examples / stories. If you believe you're a great contributor and have room to grow, say 8 or 9. If you're below that, explain what you would do to improve yourself to get the ranking you believe you can be.

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