

AI 辅助行为面试常见问题库

以下问题可用于配置 AI 模拟面试官（如 豆包智能体），并供学员练习。问题按常见考察能力维度分类，大部分适合运用 STAR 模型回答。

一、解决问题能力 (Problem-Solving) :

- 1、 "Describe a time when you faced a complex problem at work/school. How did you approach it and what was the outcome?"
- 2、 "Tell me about a situation where you had to make a difficult decision with limited information."
- 3、 "Give an example of a time you identified a potential problem and took preventative action."

二、团队合作能力 (Teamwork) :

- 1、 "Describe a time you worked effectively as part of a team to achieve a common goal." (AI 可针对 Action 中的协作细节提问)
- 2、 "Tell me about a situation where you had a conflict with a team member. How did you resolve it?"
- 3、 "Give an example of how you have built strong relationships with colleagues."

三、领导力 (Leadership) :

- 1、 "Describe a time when you took the lead on a project or initiative. What was your approach and

what did you achieve?"

2、 "Tell me about a situation where you had to motivate a team or individual."

3、 "How do you handle a situation where your team members disagree with your proposed direction?"

四、沟通能力 (Communication) :

1、 "Describe a time you had to explain a complex idea to someone who was not familiar with the topic."

2、 "Tell me about a situation where your communication skills were critical to achieving a positive outcome."

3、 "How do you handle a situation where you need to deliver difficult feedback?"

五、学习能力与适应性 (Learning Agility & Adaptability) :

1、 "Tell me about a time you had to quickly learn a new skill or technology."

2、 "Describe a situation where you had to adapt to a significant change at work/school."

3、 "How do you stay updated with new developments in your field?"

六、抗压能力 (Resilience/Stress Management) :

1、 "Describe a time you were under a lot of pressure. How did you handle it and what was the

result?"

2、 "Tell me about a setback or failure you experienced. How did you recover from it?"

七、创新思维 (Innovation/Creativity) :

1、 "Describe a time you came up with an innovative solution to a problem."

2、 "Tell me about a situation where you challenged the status quo or a traditional approach."

注：AI 模拟面试官可根据学员选择的专业或目标岗位，动态调整或生成更具针对性的问题。