

Graphic Design Interview Questions

Questions to learn who you are, your goals, qualifications and strengths...

I usually start my interviewing by asking the person to tell me about you. I look for someone who can talk about themselves for a few minutes.

What are your greatest strengths and weaknesses?

What are your design strengths/weaknesses?

What is one area you could most improve upon?

If you had only one word to describe yourself, what would that word be?

What do you enjoy most about graphic design?

What inspires you? What motivates you?

Who has influenced your design the most? Who is your favorite designer?

Tell me about a project you've worked on that you felt especially passionate about.

Do you plan on furthering your studies?

Where would you like to be professionally in 5 years?

Discuss with me one value you were taught growing up?

How do you like your eggs? Sunny side-up, Over Easy, etc.

Do you have the ability to do "noncomputer" thumbnails/sketches?

What is the best compliment you ever got about a design project?

How do you "sell" your designs? Give an example.

What do you expect to learn during your internship?

What hours are you available to work?

What do you feel your compensation should be?

To learn about your academic preparation

Why did you attend the College of Design?

Have you had any training in creating conceptual drawings, illustrations and line drawings?

To learn about your organization and time management abilities

How long it took to prepare a piece shown in the portfolio.

How many times will you redo a piece and give me your rationale for each redo?

Can you juggle several projects at once and face extremely short deadlines?

How long do you typically spend on projects?

How well do you handle timelines?

Tell me about a time when you had a tight deadline in school. How did you handle it and juggle it with your other deadlines from other classes?

Do you have any experience with tight deadlines?

Have you ever missed a deadline? How does that make you feel and why?

Describe how you would manage graphics related projects that may take several months to complete and that may involve supervision of various subcontractors?

How would you maintain a database of photographs, drawings, dimensioned line drawings in both their original forms and in electronic formats for use by other personnel?

Describe the process that you would use to assure that new products are documented accurately and on a timely basis.

To learn about your working style, communication, flexibility, ability to handle stress and criticism...

I would probably ask the applicant to describe their work style and process.

Tell me about a time that you were working towards a goal and thing were not going according to plan. How did you deal with it?

Tell me about a time that you were experiencing stress on the job or on a school project. How did you deal with it? How do you feel when someone finds an error in a finished piece?

How well do you handle criticism?

How do you like to work on a project? Alone? With a log of critiques?

When given requirements to a project, what steps do you take to complete it? (What are the first few steps you take?)

What bugs you most when you're working on a design project?

What do you do when you're given very little instruction or guidance in designing something? For example, if I said I wanted to create a new corporate logo but didn't have any idea of what I was looking for, what would you do?

What frustrates you about a project?

Questions about your interaction with others and ability to work in a team environment

In a team environment, are you a motivator, player, leader or enthusiast?

Tell me about a time you had to deal with a difficult or demanding person at work or on a school project. How were you able to deal with this person?

What would you do to create a sense of harmony and work effectively with others?

Describe your experiences working in teams.

Do you consider yourself adaptable and flexible?

What experience have you had working as part of a team in your present/last position?

We develop new publications as a team: graphic designer, writer/editor, and content specialist. Have you ever been part of a design team to develop a graphic solution? If

yes, how would you describe your role as part of the team?

Questions to determine your technical expertise, your knowledge of design process and production

What software was used on portfolio pieces? Describe the printing process required?
What software programs have you worked in and how well do you know each of them?
Which software are you proficient in? We especially look for excellent skills in Adobe Illustrator, PhotoShop, PowerPoint, and either Quark or PageMaker.
Please list the graphic software with which you are most familiar.
Which design related computer programs do you feel the most comfortable with?
Tell me about your PC/Computer, Mac, and writing skills.
How long have you been surfing the Internet? Do you feel comfortable with it? What is your favorite Website?
How familiar are you with production processes and designing a job to be printed?
What is the difference between RGB and CMYK colors? Describe a trap and why it is important.
When doing page layout, do you know how to do the formatting, such as tabs and style sheets?
What do you know about prepress? Have you prepared digital files for a printing service, for web publishing, for CD publishing?
To control production costs, we often develop one- or two-color publications. Describe how you might make the most of such a limited palette.
Describe your process for generating design ideas for a project. I'm particularly interested in how you develop an understanding of audience, message, and purpose and then implement this understanding in your designs.

To determine creative thinking and problem solving abilities; how you approach design projects

What was the objective with the design being shown? If it was printed and distributed, was it successful in meeting its goal?
How do you start the creative process?
How do you get inspired creatively with a new assignment?
Do you prefer that your client give you quite specific design ideas or leave the entire design process up to you?
Have you ever had an assignment that was heavily art directed—meaning that it was necessary to come forth with revised concepts and modifications several times?
Are you comfortable with this or do you insist on hitting the home run with the first effort?
What special skills do you feel that you offer when solving design problems?

We also look for problem solving skills and an ability to think on your feet. Does the applicant fit the profile?

To learn about your work experience

What are some things that are important to you in a job, and why?
What was your most significant contribution to your past/present employer?
Tell me about your graphic design experience.
What past experience such as an internship and/or job have you had? Please provide a portfolio of projects.
Have you had any experience with Internet design?
What is your past work experience? (Waitress, cook, construction, etc.)

To determine your fit with the firm/company and your knowledge of the company

How would you plan to support the Company's effort to continually improve the quality of our products and services?
What type of projects do you enjoy working on/dislike working on?
What type of work environment is best for your satisfaction and performance?
What do you know about our company?
What do you know about our company? If the applicant knows nothing that tells me they really are not interested in working with us. If they have checked out our web site and know specifics, they score high points with me.
Did you check out our web site? What would you do differently with it?
What are your goals with the company and/or where would you like to be in five years?
Describe the perfect job.

And finally....

What employment, mentoring or life experiences have you had that contributed in shaping your creativity and made you believe in your creative ability?

"I hope these questions will be of benefit to your students. I realize that some of these dive pretty deep but some of these questions were asked of me over the years. I think when you're just getting out of college the idea is that you get to design freely and that is rarely the case. Also, unless you've gone through some graduate studies, it's difficult to realize the importance of presentation and idea compromise."

"It's important that graphic design candidates are able to work in teams, respond well to suggestions and/or critiques of their designs, and can focus on developing designs that enhance communication."

Graphic design professionals who interview and hire graphic designers submitted these questions.