

Spring 2023 Interview Questions

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These questions were collected from Audit and Tax interviews from the Fall 2022 recruiting semester. These questions came from interviews with firms in the San Diego area. Interviews in different areas will likely have different questions or processes.

This document will be updated with Spring 2023 questions as interviews occur.

Additional resources:

- Check out our [BAP website](#) to get links to:
 - BAP Resource Packet
 - Interview To-Do List
 - And more!
- If you're a paid BAPer, sign up for our [Mock Interview program!](#)
- [SDSU Career Management Center](#) (contact them to set up Interview Help appointment or to rsvp a room to do your virtual interview in)
- [Effective Employment Interviewing](#) by SDSU Career Management Center (CMC)

Mandatory Questions & Talking Points

These are questions you **NEED** to have a good answer for. Almost every firm will ask you all or a majority of these questions, or some iteration of it:

1. Tell me about yourself.
2. Why did you apply to [firm]?/Why are you interested in [firm]?
3. Why did you apply to [audit/tax/whatever your service line is]?
4. What do you do outside of school?
5. Describe a time where you had a conflict with someone on your team. / Give an example of a time where you had to work with a difficult teammate.
6. Describe a time where you had to meet a deadline but did not have enough time to make it. What did you do? / Give me an example of a time you had to meet a deadline.
7. Do you have any questions for me? (**List at least 3 questions**)

Big 4 Questions

Deloitte (Conversational) (virtual):

1. Tell me about a time when you used technology to make a difficult task more manageable.
2. Tell me about a time where you used data analysis or analytical skills to solve a problem.
3. Where do you see yourself in 5 years?
4. Why Deloitte?

EY (Conversational) (virtual):

1. When did you lead a team and set the tone for the quality of work?
2. How did you motivate/keep a team accountable for delivering high quality results?
3. How did you work with a team member who had a different perspective/style?
4. How do you do things differently now based on the experience?
5. Describe a time when you challenged the way things had been done in the past with an innovative or disruptive idea.
6. Describe a time when you used new technology.
7. Describe a time you suggested an innovative idea.
8. Tell me about a time you were wrong.

KPMG:

1. Tell me about a time you were a leader.
2. Tell me about a time you had a challenging skill you needed to learn.
3. Tell me about a time you've had a difficult client/customer.
4. Tell me about a time you had to manage multiple projects at once.

PwC (Question-based):

1. Tell me about a time you used technology to get work done.
2. Tell me about a time you got negative feedback from someone and what did you do?
3. Tell me about a time where you had to lead a group.
4. Tell me about a time you had to complete a difficult task.
5. Tell me about a time you had a tough team experience?
6. Tell me about a project where you got to build your accounting expertise?
7. Tell me about a time you had to change your communication style?
8. What type of role do you take in a group?
9. How do you balance school work, extracurriculars, and work?
10. How do you use your network to succeed?
11. Tell me about a time you had to think on your feet or adapt to a new situation?

Mid-Tier Firm Questions

Moss Adams (Conversational):

1. Tell me something about you that is NOT on your resume
2. Tell me about a presentation or project that you really liked. Why did you like it?
3. Describe a time where you made a mistake.
4. What role do you usually play in a group/team?
5. When have you worked under a time deadline? How did you handle it?
6. What do you do when you do not have enough time to finish all your tasks?
7. Note: Moss will pick apart your answers, be ready to explain.

BDO (Conversational):

1. Describe a time where you had a conflict with a team member.
2. What role do you typically take in a team setting?
3. What are your strengths?

RSM (Conversational):

1. Tell me about a time you failed.
2. What is your greatest strength?

CBIZ (Question-based):

1. Tell me about a time that you used a large number of resources and put it together to formulate a project.
2. Tell me about a time that you utilized team members' skills to complete a project. Whether it's leadership or teamwork, how did you pull their skills together?

Local Firm Questions

Considine & Considine (conversational) (in-person):

1. What are your hobbies?
2. How did you find out about our firm?

Industry/Government Questions

Government/OIG:

1. What do you know about us?
2. How do you handle deadlines?
3. Tell us one thing about you that is NOT on your resume.
4. Tell us about a time you dealt with constructive criticism.
5. Tell us about a time you were creative.
6. Rate your expertise with Excel, Word, and Access
7. Tell us about a time you dealt with confrontation.
8. How will this internship prepare you for a career in government audit?