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阅读原文

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英语面试,听起来很可怕的东东.第一次去面试的人确实会觉得可怕.这里我们就来好好学习一下英语面试中会遇到的各种各样的问题:其中最难回答的莫过于薪水和跳槽原因等问题的回答.确实是很尴尬的问题

面试: 如何应对薪水的提问面试的时候，薪水期望是不可避免要被问到的问题。回答的太直接、要求的太高可能会让公司对你望而却步，要求的太少又会让自己难以实现理想的薪水目标。那么，该如何回答这样的问题呢？下面两个案例可以给您一些启发。

Case One Interviewer: Id like to know the salary you expect.我想了解一下，你期望的薪水是多少？

Applicant: My salary requirement may be too high, and I hope my primary will not be lower than RMB 4,000. First, I think I am an excellent graduate. Though there will be a transition period, I will soon make profits for the company. Whats more, I think if a company is willing to pay a high salary for a post, it also indicates its importance. And only in this situation can I be convinced that I can get more learning opportunities and better prospects.

我的薪酬要求可能偏高，我希望我的起薪不低于4000元。首先我认为自己是一名优秀的大学毕业生，虽然刚到企业需要一段过渡期，但很快我就能为企业创造价值。而且，我也认为,一个企业如果可以开出较高的薪水，可以证明企业对这个职位的重视度。在这样的情况下，我才有信心能从企业获得更多的学习机会和更好的发展机遇。

Case Two Interviewer: Id like to know

your salary expectations.我想了解一下，你期望的薪水是多少？

Applicant: Since I am a recent graduate, there will be a transition period after I enter the company. So at the beginning, the profits I make for the company will be limited and I don't have specific requirements. But man has to survive. So I hope the salary will be enough to help me to be economically independent from my parents.因为我是一个刚毕业的大学生，进入企业将有一段时间的适应期，一开始为企业创造的价值有限，所以我对薪金没有特定的要求。但人总是要生存的，所以，我希望我的薪金能够让我独立，在经济上不再依赖父母。

面试：如何回答工作期望问题工作期望是面试中一个必问问题之一。通常面试官都会问你想从工作中的到什么，或是你三到五年内的计划。那么，该如何回答这样的问题呢？下面两个案例会给你一点启示。

Case One Interviewer: What do you want most from your work?你最希望从工作中得到什么？

Applicant: I hope to get a kind of learning, to get skills from my work. Though I have studied in school for nearly 16 years, I have only learned knowledge. In the university, I got no chance to see real life and didn't get working skills. So I want to learn some working skills and become a professional in an industry.我最希望得到的是一种学习，能让我学到工作的技能。虽然我已经在学校学习了快16年，但只是学习到了知识，在学校里，没有机会接触到真正的社会，没有掌握一项工作技能，所以我最希望获得一项工作的技能，能够成为某一个行业领域的专业人士。

Interviewer: Why did you choose us?你为什么选择到我们公司来应聘？

Applicant: As the saying goes, "well begun is half done". Your company is a famous

one in the industry and boasts a high reputation. I hope to choose your company as the beginning of my career. I can not only learn new things, but set a solid foundation for my future career as well.俗话说"良好的开端是成功的一半"。贵公司是行业内的知名公司，享有很高的声誉。我希望选择贵公司作为事业的开端，不仅可以学到新东西，而且为我将来的发展打下良好的基础。

Case Two Interviewer: What do you hope this job will give you? 你最希望这份工作给予你什么? Applicant: I hope this job will give me a chance to take responsibility. In more than ten years of study as a student, I have never taken any responsibility in any real sense or earned money for a company. I think people can only become mature by taking on responsibility. I hope this work will give me the chance to develop fully.我希望这份工作可以给我一个承担职责的机会。在过去十几年的学习生涯中，作为一名学生，我从来没有在真正意义上承担过责任，为一个企业盈利。我认为，人是通过承担一定的责任才能成长、成熟的，我希望这份工作能够给予我发展的机会。以上例子从学习和承担职责的角度出发，都十分注重能力的培养，这会让面试官觉得求职者不是一个功利心很强的人，给面试官留下好印象。

面试：如何应对角色扮演的问题角色扮演是各大外企招聘时经常采用的方式之一。回答这类问题的要点是应聘者一定要设身处地、把自己当作角色中的人物。另外，基于任何角色提出的问题根本的目的是要考察应聘者对公司的态度，所以在角色扮演时，要把自己想象成该角色，也要站在全公司的角度来考虑问题，所谓大处着眼、小处着手，方能立于不败之地。

Case One Interviewer: You are a director of our company

and you are in charge of a project. There are six people in the project team. Due to different opinions, the team is split into two parts at a meeting and they are debating ferociously. At this time, as a leader, what will you do to coordinate the two parts? If the two parts disagree, what will you do then?

如果你已经成为我公司的一名主管，由你负责管理一个项目。在该项目的团队中一共有六个人。在一次会议上，由于观点不同，团队分成两派，进行了激烈的争论，这时，你作为领导者该如何协调？如果两方不能达成共识，你又会怎么办？

Applicant: First, I will listen to both sides carefully, and make my own judgment. If I prefer one side, I will give facts and data to persuade the other side. If my opinion is between the two sides, I will also give facts and data to prove my opinion right. It is better that the two sides will agree on it. If not, I will stick to my opinion and allow the colleagues who keep reserved opinions to give more data and communicate with me. In short, my principle is that everything should be based on data and facts. Every colleague has the right to express his opinion. I will try my best to make all people agree on one thing. If I fail, I will make my decision, as a leader.

首先我会仔细聆听双方的观点和理由，并作出我的判断。如果我倾向于其中一方的观点，我会拿出数据和事实来说服另一方；如果我的观点是介于两者之间，我同样会基于数据和事实来证明我的立场。如果最后大家能够达成共识自然最好。如果不能，我会坚持我的观点，但允许持保留意见的同事拿出更多的数据来和我沟通。总之，我的原则是，用数据和事实说话，每一位同事都有权表达他的观点，我会尽量让大家达成共识。如果不行，那作为领导者，我会做出

一个决定。 点评：该求职者能够基于数据和事实说话，既不是独断专行，也不做和事老，这充分表现了他处理问题的成熟程度。 Case Two Interviewer: You are now a team member and if your leader has made a decision but you dont quite agree with this decision and other members dont express any special opinions, what will you do?如果你现在是一个项目的团队成员，如果你的领导已经作出了一个决定，但你个人对这个决定不十分赞同，而其他的成员没有表达特别的意见，那你会怎么做？

Applicant: If my leader has made a decision, but I myself dont quite agree with this decision and other members dont express any special opinion, I will still express my opinion. If the leader doesnt agree with me, I will make my own judgment. If this decision isnt very important, then as a team member, I will act according to what the leader has decided. If this is a key decision, I will gather related information to support my view and try to persuade my leader.如果我的领导已经做出了一个决定，但我个人对这个决定不十分赞同，而其他的成员没有表达特别的意见，这时候问我仍然会提出我的意见。如果领导不同意，那我会做出自己的判断。如果我们这个决定并不是十分重要的，那么作为团队成员，我会遵照领导的决定来执行；如果是一个关键的决定，我会搜集相关的材料为我自己的观点寻找支持，力求说服领导。 点评：虽然只是一个团队成员，但该求职者仍然能够大胆地提出自己地意见，并且能够就问题做出理性的判断，能够让面试官觉得该求职者是真正站在公司的立场上看待问题，并且体现了他处理问题的成熟性。 100Test 下载频道开通，各类考试题目直接下载。详细请访问 [www.100test.com](http://www.100test.com)