

WORKBOOK

The Remote Interview *Workbook*

Sixty questions employers ask when the job is remote, seasonal or abroad, sorted by what they are really testing, and the worksheets to have an answer ready for every one.

WHAT'S INSIDE

- What remote interviews test that office interviews do not
- Sixty questions, in seven groups
- The eight stories, with STAR worksheets
- The location answer, scripted
- Questions to ask in the last five minutes
- Round-by-round debrief sheets

What a remote interview is really testing

An office interview asks whether you can do the job. A remote interview asks that, and then asks something harder: whether the company can trust you to do it without seeing you. Every question about how you communicate, how you structure a day, how you handle a blocked afternoon is the same question in different clothes: **will the work happen, and will we know?**

Seasonal and abroad interviews add a second layer: whether you will still be there in week nine. Employers who have watched people leave mid-season ask about days off, housing and the plan for after, because those are where people break.

Prepare for those two questions and most of the sixty on the following pages answer themselves. The Interview Simulator at enroutejobs.com/tools/interview-simulator draws from the same question bank as this workbook and gives feedback on your answers out loud; use the two together.

THE THREE ANSWERS TO HAVE COLD

The location answer. Where you are, where you will be, what overlap you offer. Section 4.

The visibility answer. How your manager will know the work is happening.

The "why remote" answer. One that is about the work, not the beach.

01

Sixty questions

Tick the ones you have a ready answer for. The blanks are your prep list.

Working remotely

- ☐ Describe how you structure a working day when nobody is watching.
- ☐ Tell me about a time a written message of yours was misunderstood. What did you change?
- ☐ How do you decide whether something needs a meeting, a call, or a message?
- ☐ What does your manager need to see from you each week to trust that the work is happening?
- ☐ Tell me about a time you were blocked and the person who could unblock you was asleep.
- ☐ How do you keep a project moving across timezones without becoming the bottleneck?
- ☐ What tools do you use to make your work visible, and what does that look like in practice?
- ☐ When have you disagreed with a decision made in a channel you were not in?

Location and logistics

- ☐ Where will you be working from, and will that change during the contract?
- ☐ What overlap can you commit to with our core hours, in our timezone?
- ☐ What is your internet and power situation, and what is your backup?
- ☐ Have you worked as a contractor before? How do you handle invoicing and tax?
- ☐ If we asked you to come to an offsite twice a year, is that workable?
- ☐ What happens to your availability if you move country mid-year?

Behavioural

- ☐ Tell me about the hardest feedback you have received and what you did with it.
- ☐ Describe a time you delivered something late. What happened and what did you learn?
- ☐ Tell me about a conflict with a colleague you never met in person.
- ☐ What is a decision you made with incomplete information, and how did it turn out?
- ☐ Tell me about a time you had to learn something quickly to do the job.
- ☐ Describe a project you are proud of. What was your specific contribution?
- ☐ When did you push back on a manager, and how?
- ☐ Tell me about a mistake that affected other people.

Situational

- ☐ It is 5pm your time, a customer in another region has an outage, and the on-call engineer is not responding. What do you do?
- ☐ You notice a colleague in another timezone is consistently missing hand-offs. How do you raise it?
- ☐ A decision was made in a meeting you could not attend and you think it is wrong. What now?
- ☐ You have two urgent requests from two managers in different countries. How do you prioritise?

- ☐ A teammate's written English is hard to follow and it is slowing the team. What do you do?
- ☐ You are asked to keep a fixed 9-to-5 in HQ time and it is 3am for you. How do you respond?

Seasonal and hospitality

- ☐ Why this season, and why here?
- ☐ What will you do on your day off in a town of four hundred people?
- ☐ Tell me about a shift that went badly. What did you do at the time?
- ☐ How do you handle a guest who is rude to a colleague?
- ☐ Have you lived in shared staff housing? What makes it work?
- ☐ What is your plan for when the season ends?
- ☐ How do you look after yourself physically during a ninety-day season?

International and visa-sponsored

- ☐ Walk me through your work authorisation and what you would need from us.
- ☐ Why this country, and why now?
- ☐ How do you plan to handle the first three months in a new country while starting a new job?
- ☐ What do you know about how we work here that is different from where you are?
- ☐ Have you managed a cross-border move before? What went wrong?
- ☐ How will you handle working in your second language on a bad day?

Motivation and fit

- ☐ Why do you want to work remotely, honestly?
- ☐ What did you like least about your last remote or abroad role?
- ☐ What would make you leave this job in the first year?
- ☐ What do you need from a manager?
- ☐ Tell me about a company culture you did not fit. What was the mismatch?
- ☐ What are you optimising for in the next two years: money, location, skills, or something else?

Questions for the last five minutes

- ☐ How many people on the team are in my timezone, and how does the team handle the rest?
- ☐ When was the last time someone on this team moved country, and what happened?
- ☐ What does a bad week look like here?
- ☐ How are decisions recorded, and where would I read the last three?
- ☐ What happened to the last person in this role?
- ☐ If I were an employee here versus a contractor, what would be different day to day?
- ☐ What would you want me to have done by the end of the first 90 days?

02

The eight stories

Almost every behavioural question is answered by one of these. Prepare them once; reuse them everywhere.

Use the STAR shape: **Situation** in one sentence, **Task** in one, **Action** in three or four (this is the part they care about; make it about what *you* did), **Result** with a number if you have one. Then add the line most people forget: what you would do differently now. Aim for ninety seconds spoken.

1. A time I delivered something hard

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

2. A time I failed and recovered

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

3. A conflict I resolved

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

4. A time I learned fast

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

5. A decision under uncertainty

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

6. A time I worked across cultures or timezones

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

7. A time I pushed back

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

8. A time I helped someone else succeed

Situation (one sentence) _____

Task (what was on me) _____

ACTION (THREE OR FOUR THINGS I DID, IN ORDER)

Result (with a number if I have one) _____

What I would do differently now _____

Questions this story answers (from section 1) _____

03

The remote-specific questions most people get wrong

QUESTION	THE WEAK ANSWER	THE STRONG ANSWER
"How do you structure your day?"	"I'm very self-motivated." A trait, not a system.	A routine with times, a start ritual, when you do deep work, when you do messages, how you close the day. Boring is good.
"How will your manager know the work is happening?"	"I'll keep them updated."	A cadence: a written Monday plan, a Friday summary, tasks in the tracker, PRs or documents with your name on them. Show a sample if you have one.
"Tell me about a misunderstood message."	Blaming the reader.	What you wrote, how it was read, what you changed about how you write (leading with the ask, one topic per message, stating the decision you need).
"Where will you be working from?"	"I'm flexible, anywhere really."	A place, a timezone, the overlap you offer, and any planned moves with dates. Flexibility sounds like evasion to a payroll team.
"Why remote?"	The lifestyle answer.	The work answer: fewer interruptions, written decisions, the ability to hire the best team regardless of city, plus one honest personal reason.
"What's your backup if the internet goes?"	"It's usually fine."	A second connection (phone tethering, a nearby coworking space), a UPS or battery, and what you do in the first ten minutes of an outage during a meeting.

04

The location answer, scripted

Say it the same way every time, in their timezone.

This is the answer that decides whether a remote employer keeps reading. It is four sentences: where you are, what overlap you offer in their time, any planned moves, and your work authorisation. Fill it in for each employer you speak to, because the overlap sentence changes with their timezone.

TEMPLATE

"I am based in **[city]**, which is **[n] hours [ahead of / behind] [their HQ zone]**. I can reliably cover **[their hours] your time** every day. I plan to **[stay put / move to X in month Y]**, and the overlap stays the same. I am **[a citizen / a permanent resident / on a visa valid until]** and would work as **[an employee / a contractor]**."

Employer _____ Their timezone _____ Difference to mine _____

MY LOCATION ANSWER FOR THEM

Employer _____ Their timezone _____ Difference to mine _____

MY LOCATION ANSWER FOR THEM

Employer _____ Their timezone _____ Difference to mine _____

MY LOCATION ANSWER FOR THEM

05

Round-by-round debrief

Within the hour, every time. Three of these and the pattern is visible.

Company _____ Role _____ Round _____

Format (video, phone, take-home, panel) _____ Length _____ Date _____

QUESTIONS ASKED, VERBATIM WHERE I CAN

WHICH OF MY EIGHT STORIES I USED, AND HOW THEY LANDED

WHAT I LEARNED THAT WAS NOT IN THE LISTING

My location answer was clear	☐	1	☐	2	☐	3	☐	4	☐	5
I made the work visible	☐	1	☐	2	☐	3	☐	4	☐	5
I asked good questions	☐	1	☐	2	☐	3	☐	4	☐	5

One thing to fix before the next round _____

Company _____ Role _____ Round _____

Format (video, phone, take-home, panel) _____ Length _____ Date _____

QUESTIONS ASKED, VERBATIM WHERE I CAN

WHICH OF MY EIGHT STORIES I USED, AND HOW THEY LANDED

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I asked good questions	☐	1	☐	2	☐	3	☐	4	☐	5

One thing to fix before the next round _____

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