

**Read About This Report:**

These are behavioral event-based interview questions produced specifically for this candidate. They are focused on the key issues that you should explore. It is recommended that you read through the selection of questions for each of the critical factors. Choose the ones that seem most relevant or important in terms of evaluating this candidate for the job in question.

**Important:** If questions are provided for **Coachability**, include those in your interview. It is often helpful to rate answers on a simple scale, such as **(5)** Much more than satisfactory, **(4)** More than satisfactory, **(3)** Satisfactory, **(2)** Less than satisfactory, **(1)** Much less than satisfactory.

**Interview Questions:****Processing Speed**

- a.) Once the challenge of learning a new job is past, the day-to-day routine can become boring to someone who learns quickly. Give me an example of what you have done in previous positions to challenge your abilities.
- b.) People who learn very quickly tend to communicate very quickly also. Give me an example of how you make certain that other people understand your ideas or instructions.
- c.) Give me an example from your experience in which your ability to think quickly has been a problem.

**Decisions & Direction**

- a.) Give me an example of how you have dealt with a highly confrontational situation with another person.
- b.) Give me an example of a situation in which you had to unexpectedly make important decisions with no direction.
- c.) Give me an example of how you have worked in a job in which you had little control over what you did.

**Planning & Details**

- a.) How do you know when the job is asking for too many details? Give me an example.
- b.) Give me an example of how you build flexibility into your planning.
- c.) What is your reaction to interruptions?

**Structure & Change**

- a.) Give me an example of when you have worked in an unstructured job with few established procedures.
- b.) Give me an example of how you have had to improvise a solution outside of normal procedures.
- c.) Give me an example of how you have used "out of the box" thinking to solve a problem.

**Sense of Urgency**

- a.) Give me an example of how you communicate a sense of urgency to your coworkers.
- b.) Thinking about your previous work situations, what caused you the greatest frustration?
- c.) How can you tell when you are being too patient with something?