

HIRING FOR VALUES

INTERVIEW QUESTIONS



WHAT CAN
VISIONSPARK
DO FOR YOU?

VisionSpark is an executive search and training firm that helps companies make qualified, character-based hiring decisions for long-term cultural fit and bottom-line growth. Guaranteed.

The hiring process we train our clients goes deeper to evaluate skills, personality, values and cultural alignment.

Our services include:

- Senior Level Search Services
- Professional and Mid-Level Search Services
- Talent Forensics®
- Right Person. Right Seat Assessment.
- Hire4Impact™ In-house Training

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HIRING FOR VALUES: INTERVIEW QUESTIONS

Ready to tap into the **power** of hiring for values?
Here are some examples of behavioral interview questions to get you started.

INTEGRITY

- Describe a situation in which the pressures to compromise your integrity were the strongest you have ever felt.
- When have you confronted unethical behavior or chose to not say anything in order to not rock the boat?

COLLABORATION

- How do you get people to work together?
- Are you a person who involves others in planning, decision-making, and implementing activities? (if yes) Please give me an example.

EXCELLENCE

- Give me an example of your going beyond what was normally expected to enhance your company's reputation or image.
- Would others describe you as an organized person in your work assignment? (if yes) Please give me an example of your organizational skills.
- Please describe how you would prepare for you day's work activities.

BEHAVIORAL INTERVIEWING TIPS

- Behavioral interview questions begin with a statement ("**Tell me about a time...**")
- Customize a generic question by inserting actions specific to the situation and role ("**...when you had to manage...**")
- Further customize with qualifiers ("**...when you had to manage engineers who work remotely...**")
- You can also raise the bar by removing or adding resources to increase the difficulty of the question ("**...you had to implement a new policy, and you did not agree with it.**")

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PURPOSE

When you close out your career, what would you want to be your most significant contribution to the company?

LOOK FOR

Growth of company **AND** Growth of employees

ACCOUNTABILITY

Let's say you have some new ideas that will involve significant change for your team or peers. How will you go about sharing those ideas with your team or peers?

How often do you expect to be evaluated? What areas do you expected to be evaluated?

Let's say at a team meeting you presented an idea and everyone agreed to pursue it. Several weeks have passed and the new project has lost steam. How would you go about creating a sense of urgency to get everyone motivated and the project moving again?

MANAGEMENT

What do you consider to be your most effective leadership traits?

Do you enjoy being in charge? Tell me why?

LOOK FOR

Wants to have control or responsibility **OR** Uses influence to help others

Let's say you become the manager of a team that is performing poorly in all areas. What will you do?

LOOK FOR

Would seek reasons for the poor performance within the team

Would focus on the people within the team to improve operational performance

Would use a prioritizing approach in resolving the problems