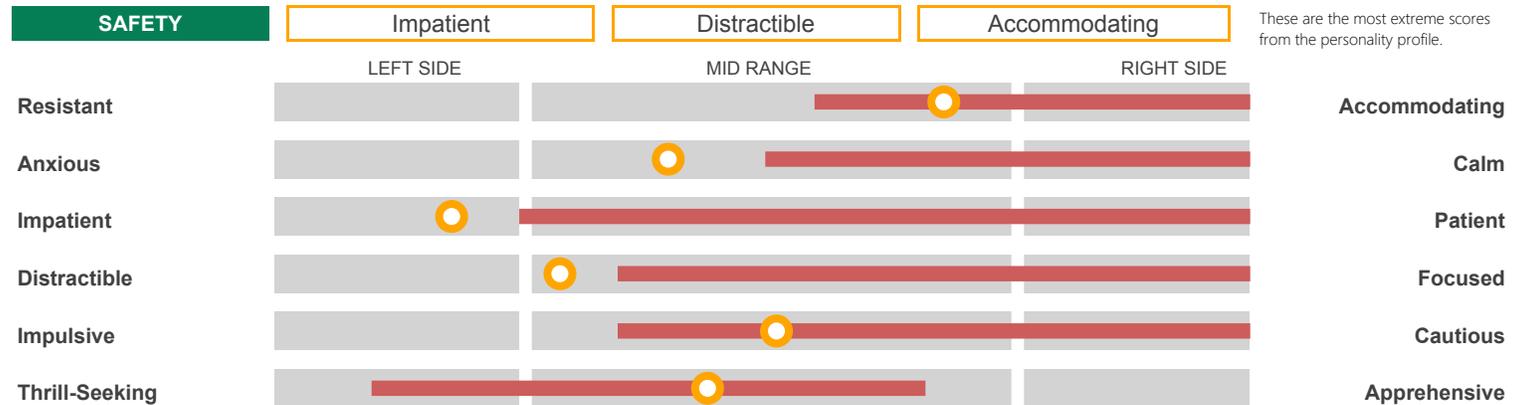
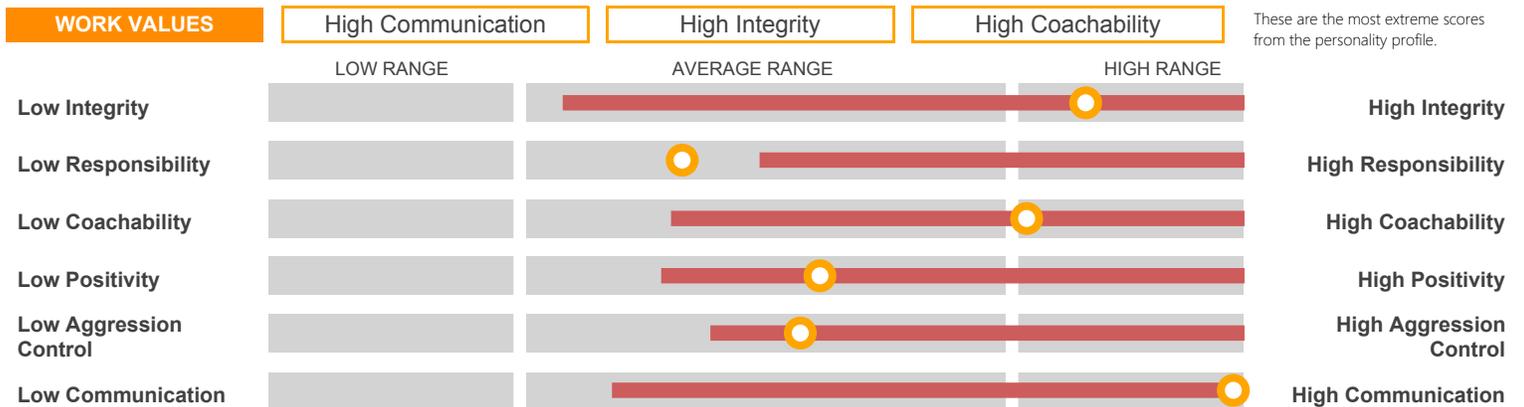




83

- Good Fit
- Possible Fit
- Low Fit

Project Staff



Disclaimer: Results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions



## Suggested Behavioral Interview Questions

### ■ Project Staff

Spontaneous



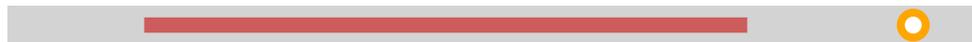
Regimented

**Area 1: Hannah Sample scored OUTSIDE THE BENCHMARK on Spontaneous vs. Regimented**

*Ask one or more of the following questions:*

- Tell me about a situation when you were required to closely follow process or routine but you felt that following it might actually hold you back. How did you handle the situation?
- Give me an example of a time when you had to be detail-focused in order to complete a task successfully. What did you do and what were the results?

Reserved



Outgoing

**Area 2: Hannah Sample scored OUTSIDE THE BENCHMARK on Reserved vs. Outgoing**

*Ask one or more of the following questions:*

- Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
- Give me an example of when your listening skills played a key role in achieving an objective. Describe the situation in detail.

Anxious



Calm

**Area 3: Hannah Sample scored OUTSIDE THE BENCHMARK on Anxious vs. Calm**

*Ask one or more of the following questions:*

- Give me an example of a time when you had to complete high pressure or stressful tasks at work. What was the situation and what did you do?
- Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.

Low  
Responsibility



High  
Responsibility

**Area 4: Hannah Sample scored OUTSIDE THE BENCHMARK on Low Responsibility vs. High Responsibility**

*Ask one or more of the following questions:*

- Tell me about a time when you demonstrated that you are a dependable worker. Describe the situation and your actions.
- Sometimes we're given deadlines that are too short. Tell me about a time when you needed extra time to complete a task.