

CANDIDATE INTERVIEW

SELF RATINGS

(Outstanding, Above Avg., Average, Below Average)

1. Tell me about your emotional self-awareness. (O, AA, A, BA) – noticing and being able to label your feelings, emotions, “gut-level” instincts or reactions; being able to connect these feelings to their source; recognizing their effects on your mind and your body; using your feelings as a valuable source of insight and information about yourself, others and the situations around you.
2. How would you rate your own accurate self assessment. (O, AA, A, BA) – an inner awareness of your strengths and limitations
3. Please describe your self confidence. (O, AA, A, BA) – a sense of self-confidence and an inner knowing that you can meet life’s challenges and live the life you choose
4. How would you describe your emotional / behavioral self control . (O, AA, A, BA) – keeping disruptive emotions and impulses in check
5. Share your thoughts on your integrity. (O, AA, A, BA) – maintaining high standards of honesty and ethics at all times; living your values
6. How would you describe your innovation and creativity? (O, AA, A, BA) – being open to and actively pursuing novel ideas and new approaches
7. Please tell me about your initiative and bias for action. (O, AA, A, BA) – being proactive and persistent; being ready to act on opportunity
8. Share your thoughts on your resilience. (O, AA, A, BA) – perseverance and diligence in the face of setbacks
9. Tell me about your achievement drive. (O, AA, A, BA) – having high personal and professional standards, and striving to improve or meet new, higher standards of excellence; continuously learning
10. How would you describe your stress management? (O, AA, A, BA) – working calmly under stress and pressure
11. Share your thoughts on your overall outlook on life (optimistic / pessimistic). (O, AA, A, BA) – expecting success rather than failure, seeing an opportunity rather than a threat; seeing others positively; expecting the future to bring positive change, that things will be better
12. Please share your thoughts on your intentionality. (O, AA, A, BA) – thinking and acting “on purpose” and deliberately; knowing what it takes to control your own outcomes, your own destiny
13. How would you describe your empathy toward others. (O, AA, A, BA) – sensing others’ feelings and perspectives, and taking an active interest in their concerns; the ability to put yourself in another’s place and to take that perspective into account in your relationship with the other person

14. How would you describe your service orientation? (O, AA, A, BA) – anticipating, recognizing, and meeting customers' needs
15. Please share your thoughts on your organizational awareness. (O, AA, A, BA) – reading social and political currents in organizations, on teams, in their businesses, their communities, their schools, and their neighborhoods
16. Please describe your thoughts on developing others. (O, AA, A, BA) – sensing other people's development needs and bolstering their abilities
17. Tell me about your decision making ability. (O, AA, A, BA) - Impulsive and quick to make decisions; accepts risk in most situations; prefers a methodical approach and analyzes before making a decision
18. How would you describe your influence. (O, AA, A, BA) – wielding effective tactics for persuasion
19. How would you describe your verbal communication skills? (O, AA, A, BA) – listening deeply and openly and sending clear, credible, convincing messages
20. How would you describe your abilities in conflict management? (O, AA, A, BA) – effectively negotiating and resolving disagreements
21. Share your thoughts on your visionary leadership? (O, AA, A, BA) – inspiring, guiding and mobilizing individuals and groups; articulating a clear, compelling and motivating vision for the future
22. Tell me about your ability at catalyzing change? (O, AA, A, BA) – initiating, managing and leading change
23. Tell me about your ability at nurturing and maintaining relationships? (O, AA, A, BA) – building bonds; cultivating a wide network; connecting with others on a deeper rather than superficial level
24. Tell me about your teamwork and collaboration skills? (O, AA, A, BA) – working with others toward shared goals; creating group synergy in the pursuit of collective goals
25. Share your thoughts on your abilities at building trust? (O, AA, A, BA) – being trustworthy and ethical when working and relating to others; ability to establish a bond of trust with others