

Skill Name: Work Environment

Skill Description: The work environment is what is, and candidates either fit it or they don't.

Skill Notes: Insights regarding the type of work environment, which a given candidate will find stimulating and motivational.

1. In which of your previous positions did you feel most motivated and productive?
2. In which of your past positions did you feel least motivated and productive? Why? What key factors contributed to your feelings?
3. As you think about past jobs from a work content standpoint, which was most challenging and satisfying? Why/ What was there about this type of work that you found satisfying?
4. Again, as you view your past positions from a work content standpoint, which did you find least satisfying and why? What specific factors most contributed to this lesser satisfaction?
5. How would you describe the type of work you most like to do? From a work content standpoint, what factors are most important to you?
6. Given a choice between the following two work environments, in which of these would you feel most motivated and productive.
 - a. A work environment that requires broad involvement in decision-making provides for heavy involvement in determination of budgets and planning resource allocation, and where you are only answerable to Sr. management for your results.
 - b. A work environment that focuses heavily on "operations" (getting things done) with little or no need to get involved with the details of budgeting, resource planning and allocation, or business planning and strategy-an environment where you are held closely accountable to management for daily results.
7. As you think about your working relationships with other departments and functions, in which of your past positions did you find these external relationships particularly satisfying? What factors most influenced your positive feelings?