

Examples of Interview Questions

| Competency-Based Behavioral Interview Questions | |
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| Adaptability | |
| Please describe a significant change you have had to deal with at work recently. | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>What was your initial reaction to the change?</i> • <i>What was your overall response?</i> • <i>How did it all work out?</i> |
| Building Trust | |
| Can you tell us about a situation where you found it challenging to build a trusting relationship with another individual? | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>How did you go about doing it?</i> • <i>How did it work out?</i> |
| Collaboration | |
| Can you tell us about a time when you formed an ongoing working relationship or partnership with someone from another organization to achieve a mutual goal? | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>What did you do to make the relationship work?</i> • <i>How has it worked out?</i> |
| Continuous Learning and Professional Development | |
| Aside from your formal academic education, can you think of something you have done to grow professionally in the recent past? | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>Did you have a chance to apply what you learned on the job?</i> • <i>How?</i> • <i>What was the outcome?</i> |
| Cultural Competence | |

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| <p>Can you tell us about a time when you needed to be particularly sensitive to another person's beliefs, cultural background, or way of doing things?</p> | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>What were the circumstances?</i> • <i>What did you do?</i> • <i>How did the situation work out?</i> |
| <p>Decision Making/Problem Solving</p> | |
| <p>Can you tell us about a really difficult decision you had to make at work recently?</p> | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>How did you go about making the decision?</i> • <i>What alternatives did you consider?</i> • <i>How did it turn out?</i> |
| <p>Stress Tolerance</p> | |
| <p>Can you recall a particularly stressful situation you have had at work recently?</p> | <p><i>Possible follow up questions:</i></p> <ul style="list-style-type: none"> • <i>What happened?</i> • <i>What was your role in the situation?</i> • <i>Did you do anything specific to deal with the stress?</i> • <i>How did it all work out?</i> |