Examples of Interview Questions

<table>
<thead>
<tr>
<th>Competency-Based Behavioral Interview Questions</th>
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<td><strong>Adaptability</strong></td>
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| Please describe a significant change you have had to deal with at work recently. | Possible follow up questions:  
  - What was your initial reaction to the change?  
  - What was your overall response?  
  - How did it all work out? |
| **Building Trust**                             |
| Can you tell us about a situation where you found it challenging to build a trusting relationship with another individual? | Possible follow up questions:  
  - How did you go about doing it?  
  - How did it work out? |
| **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? | Possible follow up questions:  
  - What did you do to make the relationship work?  
  - How has it worked out? |
| **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? | Possible follow up questions:  
  - Did you have a chance to apply what you learned on the job?  
  - How?  
  - What was the outcome? |
| **Cultural Competence**                        |
| **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?** | Possible follow up questions:  
• What were the circumstances?  
• What did you do?  
• How did the situation work out? |
|---|---|
| **Decision Making/Problem Solving** | Possible follow up questions:  
• How did you go about making the decision?  
• What alternatives did you consider?  
• How did it turn out? |
| **Can you tell us about a really difficult decision you had to make at work recently?** |  |
| **Stress Tolerance** | Possible follow up questions:  
• What happened?  
• What was your role in the situation?  
• Did you do anything specific to deal with the stress?  
• How did it all work out? |
| **Can you recall a particularly stressful situation you have had at work recently?** |  |