

Candidate Interview Guide



 **Martin Hall**

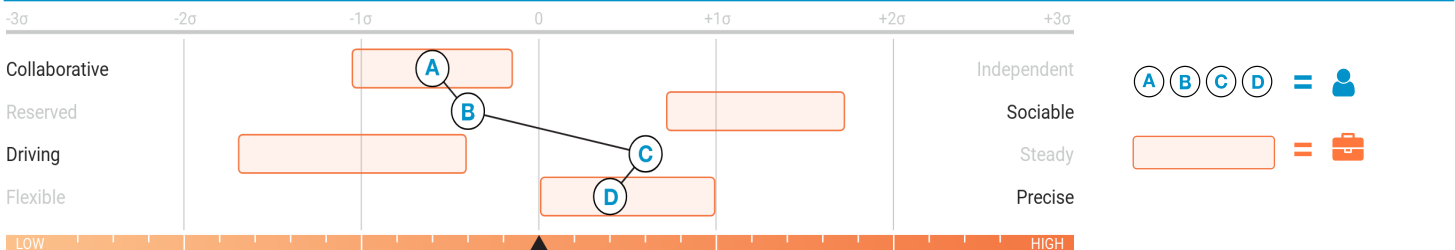
 *Graphic Designer*


INTERVIEWER'S GUIDE TO USING THIS KIT

The Interview Guide is meant to help interviewers by suggesting questions generated by comparing a candidate's behavioral pattern with the job target for a specific position. These questions are designed to confirm a candidate's behavioral fit with a job target and/or explore areas of difference between the candidate's behavioral pattern and the job target.

The following questions have been generated by The Predictive Index based on Martin's behavioral drives and needs when compared to the behavioral needs of the job Martin has applied for. To learn more about The Predictive Index behavioral interviewing, visit the Interview Playbook at playbook.predictiveindex.com

BEHAVIORAL COMPARISON - CANDIDATE VS JOB




 **Martin is an Operator.**
An Operator is a patient, conscientious, relaxed and cooperative team worker.

Strengths:
Steady, patient, relaxed, warm and approachable
Best with unchanging environment; high tolerance for systematic/repetitive work
Learns by repetition

Caution Areas:
May be seen as too cautious and not strategic enough
May appear overly task-focused
May struggle in ambiguous situations

BEHAVIORAL INTERVIEW QUESTIONS

 Area(s) of potential behavioral misalignment with job target. Use these questions to EXPLORE if the candidate can behaviorally adapt to the job.

Tell me about an experience when you were required to solve a problem by working closely with others.

Describe a situation when you needed to influence the decision of others.

Describe an experience when you were required to complete a project under a tight deadline.

Describe how you handle multiple objectives simultaneously.



Area(s) of potential behavioral alignment with job target. Use these questions to CONFIRM these behaviors from the candidate.

Give an example where you made a positive contribution as part of a team.

Tell me about a time when you were required to meet the needs of another person.

Describe an experience when you worked within an existing set of rules and standards.

Share an example where you were required to do something as prescribed in order to accomplish a goal.

