

Sample Targeted Selection Questions

Leading Teams:

What steps have you taken to build and sustain a successful team? What were the major obstacles or barriers, if any?

Work Standards:

Describe a situation when you discovered that your work was not up to your managers/supervisors expectations.

Authenticity:

Describe a recent situation in which you needed to build trust with someone (customer, colleague, supervisor). How did you go about it?

Resolving Conflict:

Interacting with others can be challenging. Describe a time when you were a member of a group in which there was conflict.

Managing Relationships:

Describe when you strongly disagreed with someone's recommendation or suggestion. What was the situation? What did you say or do?