

Candidate Interview Guide



 **Andrew Walker**

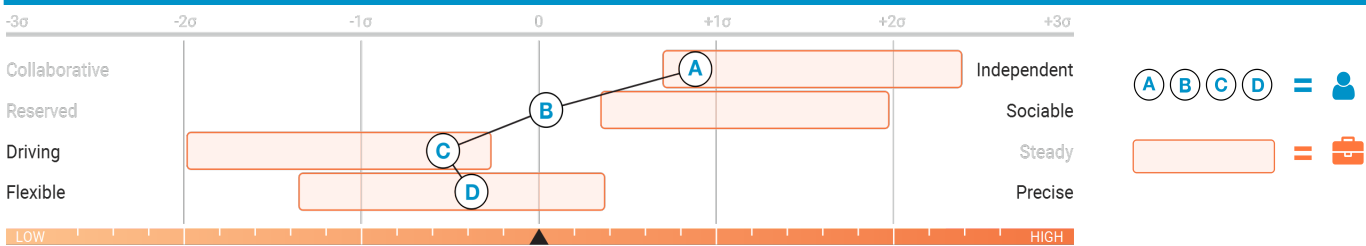
 *Manager, Corporate Strategy and Development*

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 Andrew's behavioral drives and needs when compared to the behavioral needs of the job Andrew 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



Andrew is a Venturer.

A Venturer is a self-starting, self-motivating, and goal-oriented risk-taker.

Strengths:

Self-starter, self-motivator, takes initiative
Results and goal oriented, fast, intense

Independent generalist, freedom from structure

Caution Areas:

Can appear tough-minded and directive
May be dissatisfied or uncomfortable working under close supervision

Probably won't adhere to structure or direction

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.



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

Describe a situation when you were asked to deliver a tangible result.

Tell me about a time when you initiated something new.

Describe a situation when you had to accomplish multiple objectives under a tight timeline.

Share an example of how you have performed under pressure.

Describe a situation when you needed to be flexible in your approach.

Share an example of how you react to change.

