Three Steps for How to Create Competency Behavioral-Based Interview Questions:

Step 1: Pick a competency from your Superior Performance Hiring Worksheet.

Step 2: Review the definition of that competency. (Tips #19 & 20)

Step 3: Add a situational statement to the definition:

- Tell me about a time where you...
- Explain how you have handled a situation where you...
- What did you like/dislike about...
- Describe the outcome...
- Give me a specific example of a time when you had to...
- How important is...

Bottom line: You want to get a better picture of what a candidates thinks, feels, how s/he has reacted and what results that have been achieved in the past. This is one of the best ways to determine how if the candidate is a fit to what the job needs for success.

Example: For the Attitude, Ability & Competence Skill – Action Oriented:

Step 1: Pick a competency from your Superior Performance Hiring Worksheet.

- Attitude, Ability & Competence Skill - Action Oriented

Step 2: Review the definition of that competency. (Tips #19 & 20)

- Action Oriented – Performs work with energy and drive; takes quick decisive action when an opportunity presents itself.

Step 3: Add a situational statement to the definition:

- Tell me about a time in your work where you had to take quick decisive action...what did you do and what was the outcome.
- What do you like and dislike about having to make quick decisions?
- Please provide specific examples of times when you had to make many quick decisions and take action when an opportunity presented itself...
Interview Question Creation Work Sheet:

Page 2

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QUESTION:
The Best Hiring Practices & Sales and Leadership Interview Questions: 70 How to Hire Right-Tips

More Information Here:
http://tinyurl.com/70hire-right-tips

Created by: Suzie Price
suzie@pricelessprofessional.com
www.pricelessprofessional.com