

(Talents that I look for are in parentheses.)

1. How do your managers, peers and subordinates perceive you collectively and separately? (Self Perception and Analysis.)
2. What type of role do you play in a team? What role do you prefer to play? (Leadership and Self assessment.)
3. Have you ever started your own business? How did it help you grow? (Self Reliance, Self Motivation and Get things done.)
4. Take me through a time when you took a product from inception to fruition. (Detail orientation, Results orientation, Drive and Passion.)
5. Take me through a project where you had to be creative to meet the customer's need. (Creativity and Customer Empathy.)
6. Describe how you work under tight deadlines. How is that different from other times? (Goal orientation, Get things done, Results orientation and Resourcefulness.)
7. What tools or resources have enhanced your effectiveness or efficiency in your workplace? (Learn and Grow.)
8. How have you overcome a manager's or supervisor's resistance to an idea of yours? (Pushback and Persuasion.)
9. In the last 5 years, in what part of your professional skill set have you improved the most? How do you know you have made improvements? (Self improvement and evaluation. Ability to change and grow.)
10. What characteristics does one exhibit to show they have a good work ethic? (Analytical and Work ethic.)
11. How have you improved communication within your group? (Leadership, Drive and Responsibility.)
12. Persuade me to move to your city. (Persuasion, Empathy, Listening and questioning skills.)
13. How do you motivate different personalities within your group? (Leadership and Creativity.)
14. What's your definition of working too hard? How do you manage stress? (Work ethic and Self perception.)
15. How have you created opportunity for yourself in your company? (Drive, Leadership, Creativity, Innovation and Goal orientation.)
16. What are the most important characteristics in a job you are looking for and why? (Self Awareness and Analytical.)
17. How have you handled a team member who wasn't pulling their weight on a project and you were the team leader? (Analytical, Leadership, Creativity.)
18. If you left your current position, what would you miss most? And what would you miss least? (Ability to reason; i.e. Tradeoffs.)
19. What do you need to be successful at ABC Company? From your managers, education, etc.? (Self Awareness and Criticism.)
20. If you were a new person on a team, what things would you do to gain the respect and positioning within the group? (Ambition. Leadership, Creativity and Work ethic.)