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Applicant Name:

Interviewer Name:

Personality Type:

Initial Thoughts:

Strengths:

Favorite Class in High School / College

Prior Planning:

(Listen for things that would point to a last minute packer, last minute planner? How do they mentally prepare for things.)

What is your process for preparing to go on a vacation or trip?

Read / Follow Instructions:

Have you ever built IKEA Furniture?

Company Research:

What interests you about a position here?

Career Objectives:

How does a role here fit into your career plans?

Mechanical Knowledge / Curiosity / Research:

Last time you had car issues, how did you fix it?

Volunteering:

What is the last thing you volunteered to do? What was your motivation?

Conflict Resolution:

(Are they the victim? Are they always the hero?)

Last time you ran into a conflict at work, what did you do to solve it?

Experience Application:

From what you understand about the job, which of your experiences at work or somewhere else do you feel will help with this job?





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New Job Concerns:

As you think about yourself performing this job, what do you imagine will be there biggest challenges as you get started?

Dealing with Leaders:

(Compare this with your leadership style, will there be immediate issues?)

Describe characteristics of a GOOD Leader:

Describe characteristics of a BAD Leader:

Motivation:

With these 3 factors, Flexibility, Compensation, Recognition, give each a value and make them all add up to 100

Authority:

(Look for know it alls, Pointing the blame on others, going to a leader's leader)

Watch Body Language

Describe a time when you disagreed with a decision made by a team leader.

Followup, How did you handle it?

Self Awareness:

If I were to ask your current boss to tell me ONE thing you do that drives them CRAZY, what would they tell me?

Self Awareness:

What's one thing you would like to do better? What's your plan for improving?

Outside of Work:

What are your Hobbies and Passions?

Why are they important to you?

Influence:

If you were limited to just ONE person to get advice and help from, who would you choose and WHY?

Auto Correction:





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Describe a past failure that you've learned from.

Independent Worker:

Describe a time when you were asked to do something you weren't trained to do? How did you handle it?

What questions do you have for us?

Offer Ride Along / Shadow?

YES / NO

