

Behavioral Interviewing

Behavioral Interviewing is based on the premise that the best predictor of a person's future performance is based on their past success. It is used extensively in interviewing today. These questions involve answering in a way that tells a story in two minutes or less.

Examples of Behavioral Questions:

- Give me an example where you faced some challenge in your life and how you've overcome it.
- Give me an example of a work situation in which you were proud of your performance.
- Describe a creative/innovative idea that you thought of that led to a significant contribution to the success of an activity or project.
- Give me an example where you were a member of a team and how you solved problems together.
- Describe an instance where you set your sights on a high/demanding goal and saw it through to completion, despite obstacles.
- Summarize a situation where you took the initiative to get others going on an important task or issue, and played a leading role to achieve the results wanted.
- Provide an example of how you acquired a technical skill and converted it into a practical application.

The interviewer will continue to probe until he or she gets a satisfactory, complete answer. General statements or overviews do not satisfy the interviewer. He or she wants to hear specific examples of when you have used this skill.

PAR Method of Answering Behavioral Questions

Problem—describe the problem or situation you faced

Action—explain the actions you took to solve or overcome the problem

Results—state the outcomes from your actions

Effective Ways to Answer Behavioral Questions

- Use your life experiences, both personal and work related.
- Review the skills and qualities that the position requires.
- Relate your experiences from the past that best demonstrate the traits desired in the position for which you are interviewing.
- Link past experiences with a current experience.
- Link personal experience with a work related experience.
- Behavioral answers are a great way to answer questions about your weaknesses.

Listed below are behaviors you may be evaluated on:

- Adaptability
- Analysis
- Attention to detail
- Communication—oral and verbal
- Control
- Decisiveness
- Delegation
- Development of subordinates
- Energy
- Entrepreneurial insight
- Equipment operation
- Fact finding—oral
- Financial analytical ability
- Flexibility
- Impact
- Independence
- Initiative
- Innovation
- Integrity
- Judgment
- Leadership/influence
- Listening
- Motivation
- Negotiation
- Organizational sensitivity
- Participative management
- Planning and organization
- Practical learning
- Resilience
- Risk taking
- Safety awareness
- Stress
- Teamwork
- Technical/professional knowledge and proficiency
- Tenacity
- Training
- Work standards

