

EXTROVERSION

Tell me about a time when your enthusiasm was able to motivate a team to finish a major project or job. (Active)

It can be difficult in a new situation to reach out to other people whom you do not know. Give me an example of how you have coped with such a situation in the recent past. (Outgoing)

Give me an example of when you simply had to use your authority to get something done. What were the consequences? (Dominant)

There are times when you have to be rather forceful in order to move a project ahead. Can you tell me about a time when you had to do that? (Forceful)

Every work group has times when people just seem down and need someone to pep them up. Give me an example of when you have been the person who has been able to do that. (Enthusiastic)

Tell me about a time when you had to convince a boss or someone in authority about your ideas. How did it work out? (Assertive)

Describe a time when you were able to effectively communicate a difficult or unpleasant idea to a superior. (Persuasive)

Give me a specific example of when you had to motivate a group of people to get an important job done. (Energizing)

Sometimes we have to take a stand in order to launch a new project. Give me an example of a time that you did that and tell me how it ended up. (Entrepreneurial)

At times a situation comes up where we can really make our mark. Please tell me about such a time for you and how it all turned out. (Ambitious)

There are times when we know that our boss is simply wrong and no one else is going to take the boss on. Can you tell me about such a time and what you did? How did it end up? (Risk-taking)

Sometimes, even when you put forth a great deal of effort on a project, it is best not to expect any fanfare or even hope for any acknowledgment. Tell me about a time when that happened for you. (Self-contained)

Tell me about a time when a job had to be completed and you were able to simply focus your attention and get it done. (Task-oriented)

Please give me an example of when you were in a work setting and while there was a lot going on, you were quiet and detached from it all. (Quiet)

There are occasions when a person can go fairly far out on a limb in order to do a job. Can you tell me about a time when there was such an opportunity and you turned it down? (Restrained)

There are times when we just know what is right. Tell me about a situation where your sense of the right thing proved to be an advantage to you. (Formal)

There are times when it is best not to get credit for an accomplishment. Tell me about a time when that was true for you. (Unassuming)

There are many situations where there are many voices calling for attention. Tell me about a specific situation where that was the case and how you responded. How did it all turn out? (Reserved)

It is important for organizations to have people who maintain some distance from what's going on socially--who know how to be reserved. Please tell me about a time when you did that. (Impersonal)

There are times when people should hold their tongues, when they must not say more than they should. Give me an example of when you have done that. What were the consequences? (Cautious)

Can you tell me about a time when you delayed responding to a situation until you had time to think it through, even though there was pressure on you to act quickly? (Thoughtful)

Tell me about a situation where you were able to remain detached from a serious emotional situation at work. What happened? (Detached)