

LIKABLE

It's very important to build good relationships at work, even with difficult people. Can you tell me about a time when you were able to build a successful relationship with a difficult person? (Amiable)

People sometimes need to have the rules bent when they are in some kind of a jam. Is there a time that you bent the rules for an employee who needed just little bit of extra room when they or a member of their family were in trouble? (Accommodating)

It's often very important to be supportive of another person when he or she is tiring to work through some serious problem. Would you tell me about a time when you have been able to do that? (Supportive)

There are times when people just " need a hand." Can you give me an example of when you were able to provide that hand to a person with whom you worked? (Helpful)

Sometimes the only way to resolve a difference is through compromise. Can you tell me about a time when you were able to resolve a difficult situation by finding some middle ground? (Compromising)

Developing a close, positive relationship with a customer, either internal or external, is often critical for success. Can you give me an example of how you have been able to develop such a relationship with one of your customers and how you have used that relationship to help get the job done? (Collaborative)

Developing close, positive, professional relationship with co-workers and other personnel, is often critical for the success of your work and for the mission of the organization. Can you give us an example of how you have been able to build such supportive and team-building relationships with your co-workers and how you have used that relationship to help get the job done and meet the mission of the organization? (Organizational Collaboration)

Being successful on the job depends upon having good relationships with others. Tell me about a time you were able to get a job done because you had such a relationship with another person. (Friendly)

Understanding how other people think and feel is often important to getting the job done. Tell me about a time when your understanding of others had that effect. (Empathetic)

Give me an example of how you have been successful at empowering either a person or a group of people in accomplishing a task. (Empowering)

Almost everyone likes to be liked. But you can get into difficulties if you try too hard to be liked. Can you tell me about a time when this might have happened to you? How did you extricate yourself from the situation? (Congenial)

It is often important to remain positive and "up beat" at work, even when you have other things on our mind. Give me a specific example of when you were able to do that successfully. (Easy going)

Tell me about a time when you were able to be successful because you were not taken in by what some other people were telling you. (Cynical)

In negotiations, understanding the point of view of the other person often helps us develop a counter strategy. Would you give me an instance of when that was true for you? (Shrewd)

There are times in a job when you have to develop a game plan and stick to it, despite the obstacles. Can you tell me about a time when that was true for you? (Calculating)

There are really unscrupulous people out in the world and we have to be on guard against them. Can you tell me about a time at work when you were able to detect that sort of person and prevent the development of a serious problem? (Suspicious)

There are times when one feels that a decision must be made even though others feel that it may be premature. Can you tell me about a time when you made a decision even though others were not ready to do so? (Decisive)

There are times when the rules need to be enforced, regardless of circumstances. Can you tell me about a time when you enforced a rule although the others involved offered "extenuating circumstances?" (Unbending)

Tell me about a time when you were the one to confront a difficult situation or person, a time when others who should have spoken up were hanging back. (Confrontational)

Standing up for what you think is right can be an unpopular position to take. Tell me about a time when you had to do that. How did it turn out? (Strong-willed)

There are many times when it's really important not to change your mind, even when others offer cogent arguments against your position. Tell me about a time when this happened to you. (Unyielding)

Tell me about a time when your suspicions were aroused and later events proved that you were quite right. What did you do about those suspicions? (Distrustful)

Tell me about a time when you had to stand up for your position, even though there was a good chance that your position might not be the successful one. (Tough)