

UNDOGMATIC/FLEXIBILITY

Some problems require developing a unique or different approach. Can you tell me about a time when you were able to develop such a different problem-solving approach? How did it work out? (Creative)

Imagination is often required to create a new product or a new approach to things. Is there a time when you were able to use your imagination in that way? Tell me about how it worked out. (Imaginative)

Seeing a new way of doing the job can often lead to greater productivity. Give me an example of when you were able to see and implement such a new way of getting the job done. (original)

Sometimes it's essential that we break out of the routine, standardized way of doing things in order to complete the task. Give me an example from your experience when you were able to successfully develop such a new approach. (Flexible)

While being planful is often important, there are also times when being spontaneous can produce the best result. Tell me about a time when you were able to spontaneous with god outcome. (Spontaneous)

Sometimes a suggestion or an idea seems "off the wall" and never even gets considered. Can you tell me about a time when you had to deal with such an idea and how you handled it? (Open-to-new-ideas)

Many jobs involve fairly close supervision. Describe an experience you have had working under such close supervision. How did you handle yourself and how well did you manage the job? (Independent)

Many times you are not given as much information as you would like about what is going on at your job. Can you tell me about a time when you felt that way? What did you do about your curiosity and how did it work out? (Curious)

In selling an idea, it is sometimes useful to use metaphors, analogies, or stories to make your point. Give me a specific example of when you were able to successfully do that. (Untraditional)

Tell me about a time when you had to step out of the tried-and-true and find a new way to achieve your goals. (Venturesome)

Just saying what comes into your mind can sometimes produce unexpected results. Can you tell me about such a time? How did it finally turn out? (Uninhibited)

There are many times when doing things in a routine, standardized way is essential for getting the job done properly. Tell me about a situation in your work life where this was the case. (Conventional)

Sometimes we need to settle people down and help them understand that there's a business to run. Give me an example, if you can, of a time when you had to do that. (Down-to-earth)

Looking at the practicalities of a situation often makes clear what must be done in that situation. Give me an example from your work experience that illustrates this. (Concrete)

Doing things right often means following traditional patterns, even if some of them seem old fashioned. Tell me about a work situation that illustrates that for you. (Traditional)

There are many jobs that simple do not require much thinking. Give me an example of when you had such a job and how you managed to handle it. (Unoriginal)

There are many jobs or parts of jobs that involve a continuous routine. Tell me about your experience with that kind of work and how you managed both yourself and the job. (Routine-oriented)

Give an example of a "common-sense" solution that you developed to an important work problem. (Practical)

Getting the job done sometimes requires a consistent, predictable approach. Give me an example of a time when you developed and implemented such a plan. How did it turn out? (Predictable)

Developing and using a detailed recording-keeping system is often very important in a job. Tell me about a time when you needed to develop and use such a system. (Methodical)

Tell me about how you typically schedule your day. To what extent do you use some kind of time management system and to what extent do you simply wait to see what turns up? (Systematic)

Give me an illustration of when you were able to use your planning skills to solve a business problem. (Planful)