

BEHAVIORAL INTERVIEWING

It's as Easy as Getting PAR

1

Start Here

Determine a **skill** that is **needed** in the position.

You know you can do better than, "Tell me about yourself"

2

Select and use **behavioral interview questions** that are based on the skill needed

Recent past behavior is the best predictor of future behavior

4

Ask **follow-up questions** about the ones that they missed **Problem, Action, Result**

What actions did you take?

What results were achieved?

3

Listen for **PAR** in their answer

Did they describe the **Problem** they had to deal with?

Were they clear about the **Action** that they took?

Could they define the **Result** that was achieved?

How get below the surface?

How well did I really get to know them?

Accountability

Tell me about a time you admitted making a mistake and took responsibility for it.

Business Understanding

What is one of the most challenging business problems you have faced?

Communication Skills

Tell me about a time you had to influence someone using your communication skills.

Cross-Cultural Sensitivity

Tell me about a work situation when to be successful you had to learn about another culture.

Customer Satisfaction

Tell me about a time you had to address a dissatisfied internal or external customer.

Decision Making

Describe an important decision you had to make under tight time pressure/constraints.

Embracing Change

Tell me about a time you were confronted with a sudden and unexpected change.

Initiative

Describe a time when you had to take immediate action in an ambiguous situation.

Interpersonal Skills

How would others describe your interpersonal style at work?

Results Focus

Describe a time when you achieved results that exceeded the expectations of others.

Teamwork

Give me an example of your part in a recent team project.

Time Management

Tell me about a time when you had to overcome numerous distractions to stay focused.

Visit [Talentron](#) for more questions

ACCELERATE
Accelerate-Id.com

© Accelerate Mobile Apps, Inc. 2017

Visit [Accelerate](#) To Download