Candidate Interview Guide

John Doer

Account Executive

INTERVIEWER'S GUIDE TO USING THIS KIT

The Interview Guide is meant to help interviewers by suggesting questions generated by comparing a candidate's behavioral pattern with the job target for a specific position. These questions are designed to confirm a candidate's behavioral fit with a job target and/or explore areas of difference between the candidate's behavioral pattern and the job target.

The following questions have been generated by The Predictive Index based on John's behavioral drives and needs when compared to the behavioral needs of the job John has applied for. To learn more about The Predictive Index behavioral interviewing, visit the Interview Playbook at **playbook.predictiveindex.com**

BEHAVIORAL COMPARISON - CANDIDATE VS JOB
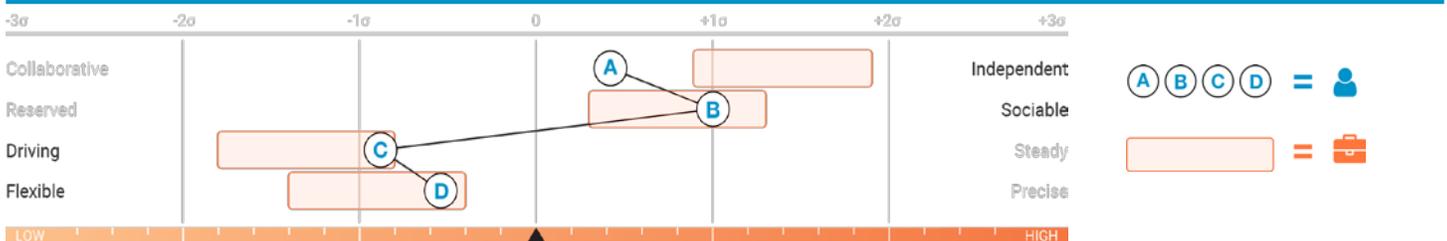
John is a Persuader.
A Persuader is a risk-taking, socially poised and motivating team builder.

Strengths:	Caution Areas:
Warmth, charm, social poise and skill	May appear talkative or superficial
Empathetic, persuasive selling style	May provide limited follow up or attention to detail
Team-builder and organization developer	May appear too casual or uninhibited

BEHAVIORAL INTERVIEW QUESTIONS

> ⚠️ Area(s) of potential behavioral misalignment with job target. Use these questions to EXPLORE if the candidate can behaviorally adapt to the job.

Tell me about a time when you were required to lead a team or a project.

Describe a situation when you had to initiate something new.

Tell me about a situation when you were required to quickly establish rapport with other people.

Describe a time when you had to influence the thinking of another person.

Describe a situation when you had to accomplish multiple objectives under a tight timeline.

Share an example of how you have performed under pressure.

Describe a situation when you needed to be flexible in your approach.

Share an example of how you react to change.