

Potential Interview Questions to Help Identify the “Ideal Team Player”

HUMBLE:

- Discuss a time when your integrity was challenged. How did you handle it?
- Have you worked as a member of teams in the past? Describe the situation for me.
- Give me an example of how you have worked effectively with people to accomplish an important result.
- Tell me about a team project of which you are particularly proud.
- Give me an example of a time you made a sacrifice to improve yourself.
- Tell me about an objective in your last job that you failed to meet and why.
- Give me an example of a mistake you made. What did you learn from your mistake?

HUNGRY:

- What has been the most difficult project you have ever had to complete?
- Tell me about a situation in which you had to go above and beyond the call of duty in order to get a job done.
- What motivates you to put forth your greatest effort?
- Give me an example of when you have had to work under pressure. What was the circumstance and how did you deal with it to accomplish your goals?
- In which areas do you feel you would like to develop?
- Have you taken any steps in the past year to improve your skills or performance?
- What challenges are you looking for in a position?
- What motivates you most?

SMART:

- Tell me about a difficult or sensitive situation that required careful communication.
- We have all dealt with difficult customers. Describe a situation where a customer tested your patience. How did you react?
- Describe a situation where you had to work with a difficult person. How was the person difficult and how did you handle it?
- Give an example of when you had to resolve a conflict with a co-worker or client. How did you resolve it?
- Tell me about the best boss you ever had. Now tell me about the worst boss you ever had. What made it tough to work for him or her?
- Give me an example of a time when you were criticized. How did you deal with it?
- Tell me about a time you had to work on a project that did not work out the way it should have. What did you do?