



Group Interview Guide

This guide will walk you through our group interview process for evaluating candidates for all open jobs. The questions below are designed to allow you to assess the candidate in four categories: Humble, Hungry, Smart, and Competent. Please familiarize yourself with the descriptions of each section as well as the questions. To get a thorough understanding of each section, review the book, *Ideal Team Player* by Patrick Lencioni.

Using this Guide:

Within one minute of meeting the candidate, complete the First Impression section by circling either Hire or Pass. This allows us to capture your initial reaction to the candidate and provides context to possible bias in the assessment.

Each question has a blank space below which will allow you to take notes on the candidate's answer. Please be as thorough as the space allows with what stands out to you.

After the interview has concluded and before speaking with anyone else in the group, circle either Hire or Pass in the Final Impression section and answer the remaining questions with your opinion. Remember, we are looking for your opinion and not the consensus opinion of the group so please make sure you complete this section prior to discussing the candidate with the group.

CANDIDATE: _____

FIRST IMPRESSION

Hire Pass

FINAL IMPRESSION

Hire Pass

1 - Strongly Disagree 2 - Somewhat Disagree 3 - Neutral 4 - Somewhat Agree 5 - Strongly Agree

Using the scale above, please answer the following questions:

- 1. The candidate demonstrates humility 1 2 3 4 5
- 2. The candidate demonstrates hunger 1 2 3 4 5
- 3. The candidate demonstrates people smarts 1 2 3 4 5
- 4. The candidate demonstrates competence to perform the job 1 2 3 4 5

NOTES/COMMENTS:

History: For the last few companies, you have been at, take me through: (i) When you left, why did you leave? (ii) When you joined the next one, why did you choose it?

Humble Question: Describe your current team. What do you like and dislike?

Humble Question: Tell me about a project that you are particularly proud?

Humble Question: Discuss a time when your integrity was challenged. How did you handle it?

Humble Question: What is your greatest weakness? What would you like to change about yourself?

Hungry Question: What do you like to do when you are not working?

Hungry Question: What motivates you to work?

Hungry Question: How did you prepare for this interview?

Smart Question: How would you describe your personality?

Smart Question: What do you do that others might find annoying?

Smart Question: What kind of people annoy you the most and how do you deal with them?

Smart Question: 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?

Final Question: What have I not asked you that I should have?

Questions for us?