

# Candidate Interview Guide



 **Gareth Callaway**

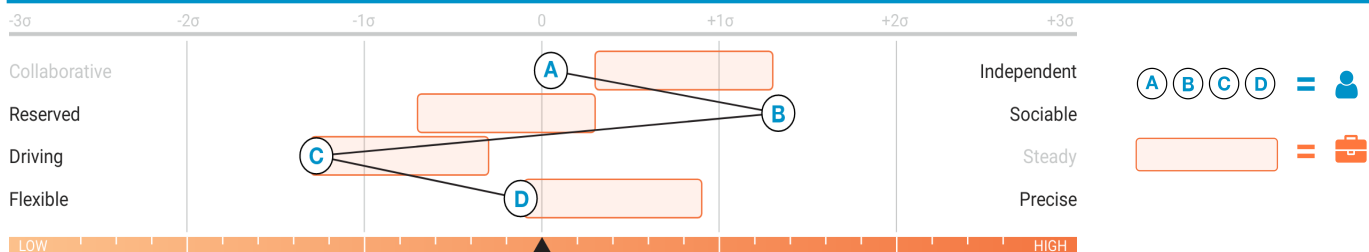
 **Recruiter**

## 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 Gareth's behavioral drives and needs when compared to the behavioral needs of the job Gareth has applied for. To learn more about The Predictive Index behavioral interviewing, visit the Interview Playbook at [playbook.predictiveindex.com](https://playbook.predictiveindex.com)

## BEHAVIORAL COMPARISON - CANDIDATE VS JOB



### Gareth is a Persuader.

A Persuader is a risk-taking, socially poised and motivating team builder.

#### Strengths:

Warmth, charm, social poise and skill  
Empathetic, persuasive selling style

Team-builder and organization developer

#### Caution Areas:

May appear talkative or superficial  
May provide limited follow up or attention to detail  
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.

Describe a situation when you needed to solve a problem with little input from others.

Tell me your experience when you've had to work alone for long periods of time.

Describe an experience when you needed to work within existing rules and procedures.

Describe a system you have used to organize your work.



Area(s) of potential behavioral alignment with job target. Use these questions to CONFIRM these behaviors from the candidate.

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

Share an example of how you have performed under pressure.

