

# Candidate Interview Guide



 **Benjamin James**

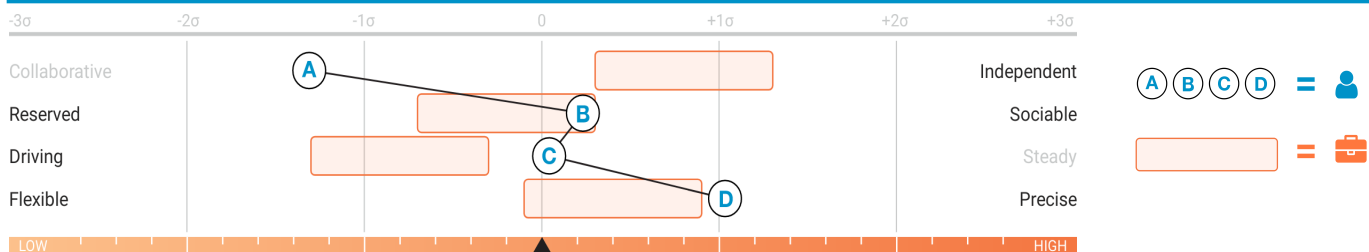
 **Recruiter**

## 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 Benjamin's behavioral drives and needs when compared to the behavioral needs of the job Benjamin 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



### Benjamin is a Guardian.

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

#### Strengths:

- Skillful detail work, precise, wants to do the right thing
- Needs strong structure and to adheres to the rules
- Respects and seeks direction; needs a plan to follow based on professional experience, trusted advisors, or management

#### Caution Areas:

- May be sensitive to criticism
- May avoid conflict
- May struggle in ambiguous situations

## 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 an experience when you were required to complete a project under a tight deadline.

Describe how you handle multiple objectives simultaneously.

Describe an experience where you needed to be extremely flexible.

Share your experience when unplanned changes are required.



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

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.

