

# Candidate Interview Guide



 **Benjamin Carr**

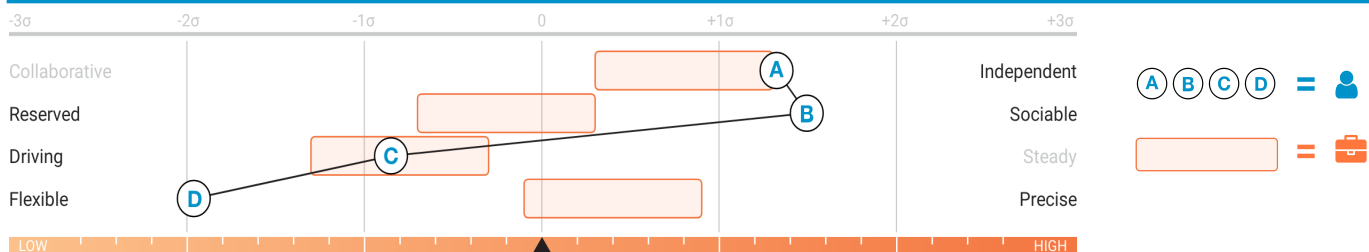
 **Recruiter**

## 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 Maverick.

A Maverick is an innovative, "outside the box" thinker, who is undaunted by failure.

#### Strengths:

Self-starter, takes initiative and risks  
Results oriented, fast, intense, impatient  
Independent, needs freedom from structure

#### Caution Areas:

May appear tough-minded  
Can be intolerant of and frustrated by delays  
May not adhere to structure or direction

## 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.

Describe a situation when you served as a team member, rather than leading the team.

Describe a time when you had to withhold your own opinion to better understand those held by others.

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.

