

**POWER Hiring Objective Interview**  
**Performance-based Interview Follow-up Questions**

Candidate: Date:	Position:	Interviewer:
Use This Interview When the Performance Objectives are Known		
The Deliverables – Performance (SMART) Objectives	<b><u>Hot Tips and Fact Finding Checklist</u></b>	
<b>Question</b>		
<p><i>Describe a time you led a team to be more effective.</i></p> <p><i>How did you overcome the obstacles you faced?</i></p> <p>.</p>	<ol style="list-style-type: none"> <li>1. Be inquisitive. Get examples to turn generalities into specific responses.</li> <li>2. Get trend of personal growth, energy, and team / management skills over time.</li> <li>3. Listen 4X Than Talk!</li> </ol> <p>Get this info for each accomplishment to validate it.</p> <ul style="list-style-type: none"> <li>□ Get overview of the accomplishment.</li> <li>□ Get actual title, size of team, titles of supervisor and subordinates, dates and</li> </ul>	
<b>Question #:</b>		

	<p>duration of task.</p> <ul style="list-style-type: none"><li>□ Ask for bottom line, business impact.</li><li>□ Ask the candidate what his/her leadership role was – how did he/she develop and implement it.</li><li>□ What were the biggest challenges or most difficult aspects of this teaming activity?</li><li>□ Ask “Why do you consider this a significant accomplishment?”</li><li>□ “What were the key steps and major deliverables involved in accomplishing the task?”</li><li>□ “Describe the people challenges and give me some examples related to this teaming activity.”</li><li>□ Get names and titles of staff and rank their performance. Get examples of how people were developed.</li><li>□ Could you give us examples of times you had to change the opinion of others and deal with conflict.</li><li>□ Ask “Was the task completed on time, and was this difficult?”</li><li>□ Ask “Why were you chosen for this role?”</li><li>□ “How would others (peers, subordinates, supervisors) describe you and your style of teaming?”</li><li>□ “How would you rank the</li></ul>
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	<p>overall success of the task and why?"</p> <ul style="list-style-type: none"><li>□ Ask "What was your real contribution or value-added to this project?"</li><li>□ "If you had a chance to do it over, what would you change?"</li><li>□ Ask "How did you grow or change as a result of this effort?"</li></ul>
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