



Competencies and Behavioral- Based Interview Questions



List of Competencies to Build Behavioral-Based Interview Questions Around

Teamwork

Independence

Sales Skills

Risk-Taking

Self-awareness

Adaptability

Objective Judgement

Creative/Innovation

Accountability

Decisiveness

Growth mentality

Flexibility

Perseverance

Integrity

Self-motivated

Leadership

Ambition

Resilience

Organization Skills

Sample Behavioral-Based Interview Questions **by Competency**

Teamwork

- Tell me about a time you were able to successfully deal with someone even though that person might not have liked you.

Sales Skills

- Tell me about a time when you persuaded someone to make a change.

Self-awareness

- Tell me about a workplace conflict you were involved in, either with your peers or someone else in the company. How did you manage that conflict, and were you able to resolve it

Objective Judgement

- Tell us about a decision you made which you knew would be unpopular with some people.

Accountability

- Tell me about the last quarter you didn't make quota and what caused you to miss.

Growth mentality

- Tell me about a professional failure you've experienced.

Perseverance

- Give me an example of a time when you hung in there even when a positive outcome seemed unlikely.

Self-motivated

- Give me an example of a time you took initiative on a project.

Ambition

- Tell us about an idea you started that involved collaboration that improved the business.



Sample Behavioral-Based Interview Questions **by Competency**

Organizational Skills

- Tell me about a time when you managed a complicated project.

Independence

- Describe a time when you had to act outside your authority in the interests of a customer or the company.

Risk-Taking

- Tell me about taking a risk that has paid off for you.

Adaptability

- Tell me about a time when you were asked to do something you had never done before. How did you react? What did you learn?

Creative/Innovation

- Tell me about a business problem that you had to solve in a unique or innovative way. What was the outcome?

Decisiveness

- Give an example of when you have made a decision that you didn't want to make.

Flexibility

- Recount a time when you accommodated someone beyond your comfort level, though you didn't have to.

Integrity

- Give a specific example of a policy you conformed to with which you did not agree.

Leadership

- Tell me about a time when something went wrong at work and you took control

Resilience

- Tell me about the last time you failed.



Sample Bonus Questions

- Are you more Willow or Oak?
- Are you more likely to ask for permission or forgiveness?
- What are the 3 most consistent tasks you do regularly to ensure you are successful?
- What are you more motivated by the thrill of winning or the fear of losing?
- Tell me what you think separates the success sales reps. from those who fail.
- What are the key factors in a successful presentation?
- Your Manager and CEO tell you two different ways they'd like to approach a situation – how do you solve this situation/conflict?
- What is your learning style?
- What books have inspired you to make changes?
- Do you consider yourself a hardworking person or a smart person?