

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Team Focus

Description:

Works effectively with team. Strives to contribute to the overall success of own team/operation. Works effectively in teams across boundaries.

Evidence to look for:

- Challenges organisational barriers to effective teamwork
- Rallies the team around the corporate vision
- Shares all relevant information with colleagues even when this might not reflect well on own business unit
- Stands by team decisions despite resistance

Questions:

- Describe a situation where you worked as part of a team. What was your role in the team? What did you do to help the team meet its goals/objectives? What was the result?
- From time to time we have tough deadlines to meet. Tell me about a situation where you bent over backwards to ensure team objectives were achieved. What did you do? What was the reaction from team members?
- Think of an instance where your team had a diverse range of views or thinking. What did you do to ensure the team remained focussed on business objectives?
- We don't always agree with team decisions. Describe a time when you disagreed with the teams' decision. How did it make you feel? What did you do about it?