

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Flexibility

Description:

Able to cope with unexpected challenges brought about by change. Modifies own behaviour to adapt to differing situations, factors, tasks, responsibilities and people whilst maintaining focus.

Evidence to look for:

- Drives change initiatives with enthusiasm and vigour
- Actively initiates change programs
- Embraces change as an opportunity to develop the business and its people
- Sells the benefits of change
- Helps the business to cope with change
- Is able to quickly and radically change direction in response to volatile and unpredictable situations
- Effectively focuses the organisation in a dynamic, fast-paced environment

Questions:

- Tell me about a significant occasion when you had to change/vary your approach due to unexpected events? What did you do differently? How did you feel about this variation to plan?
- To what extent have you created and driven change? Can you detail your involvement in a significant initiative of yours in this area?
- To what degree of detail do you plan your work? Can you describe a recent instance when you had to “throw your plans out the window” and “wing it”? How did it go? How did you feel about this departure from plan?
- Organisational changes can occur quite regularly. Think about a time when there was an organisational restructure, and your role or the focus of your role changed. What was the change? In what way was your role specifically affected? What was your reaction to this at that time? Specifically, how did you deal with these changes?