

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Drive For Results

Description:

Consistently strives to deliver results and shows interest and enthusiasm toward both the Business and other areas of expertise.

Evidence to look for:

- Aligns divisional goals with broader Business strategy
- Fosters expression of a "can do" attitude
- Energises and enthuses others to deliver at the highest level
- Operates with a sense of urgency and stamps out complacency/inertia across the business
- Encourages persistence in the face of difficulty or adversity
- Takes appropriate risks to achieve "big wins" fast
- Demonstrates a sense of urgency and engenders this in the culture of the business

Questions:

- Please detail your major work achievement in recent years? What were the challenges?
- Detail your most challenging work assignment this year? What were the hurdles/challenges? How did you overcome them? What has been the outcome?
- Have you ever had to intervene to bring a project back on track? What were the circumstances? What did you do? What was the outcome?
- Have you ever had to "give up" on a work goal or project? What were the barriers? What did you do in a bid to prevail?