

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Analysis & Problem Solving

Description:

Secures relevant information and identifies key issues and relationships; relates and compares data from different sources; identifies interrelationships and cause-effect systems.

Evidence to look for:

- Rapidly identifies the significance of information
- Demonstrates the insight to make sound decisions with long term impact
- Quickly understands new concepts and ideas
- Assimilates highly complex information across broad, multi-functional content areas
- Eliminates overgeneralised or unsubstantiated thinking
- Quickly recognises the consequences of new ideas

Questions:

- Tell me about a significant problem you've recently had to resolve. How did you get the information you needed to solve it?
- Sometimes we make decisions, which are not supported by our managers or supervisors. Think of a time when this happened to you and tell me about it. How did you present it to you manager/supervisor? What were his/her concerns?
- We sometimes make decisions, which, in hindsight, prove to be less effective than we would like. Tell me about a time when you made a decision which you later realised was less effective. What would you do differently now?
- What is the most challenging business problem that you have solved successfully? What did you do and what were the outcomes?
- Give an example of where you have recognised a problem or an opportunity before anyone else? What happened? What was the problem or opportunity? What did you do about it? How did it turn out?
- Can you tell me about the most complex problem you have had to deal with in your role to date? What was the problem? How did you approach it? What was the outcome?