



Motivation and Commitment Questions

* Here is a list of sample questions we found that we designed to give good overall read of a candidate. These are based on us looking at data from over 45,000 reference and analyzing trends *

- Describe a time when you recognized you weren't going to be able to meet multiple deadlines. What did you do about it? What was the outcome?
- What motivates you to go to work every day?
- Tell me about a time where you went above and beyond your role and expectations. Why did you do this? What exactly did you do?
- Can you describe a time where you identified a new, or unusual approach to address a problem or task? How did this approach work?
- If you find yourself stuck doing repetitive work, how do you motivate yourself to continue and complete it?
- Have you ever been a part of an unmotivated team? What did you do to stay motivated and make work interesting?
- What goals, including career goals, have you set for the next 5 years? How about for your whole life?
- How would you define success in your career?
- What roles do your manager and team play in your motivation at work?
- Have you ever had a manager/peer who created a toxic workplace? What actions did you take to motivate yourself and others, despite the toxicity?
- Describe the work environment that makes you most productive and/or happy.
- What team bonding activities or out-of-work experiences do you think are necessary to keep employees motivated and excited?*
- Think back to the worst work environment you've been a part of. What about it made it a terrible place to work? How would you make it a better place to work?
- What could your current company change about your job, your team or their culture to keep you on their team?
- How would you define a healthy work/life balance? At what point do you think it's necessary to blur the lines?