

24 Behavioural Interview Questions



What You'll Find?

Introduction

- ▶ The importance of behavioural interview questions
- ▶ 6 skills to look for in high-potential candidates

Questions to ask and what to look for

- ▶ Adaptability
- ▶ Culture add
- ▶ Collaboration
- ▶ Leadership
- ▶ Growth Potential
- ▶ Prioritization

Helpful Tips

- ▶ Ask unconventional questions
- ▶ 6 questions to listen for
- ▶ Use proper hiring tools



The Importance Of Behavioural Interview Questions

Asking behavioural questions will help you evaluate a candidates future performance.

Although every interview is different, it is extremely beneficial to have a list of go-to questions. This will not only save time but will also ensure an effective and efficient interview process.

Based on a LinkedIn survey of over 1,300 hiring managers, we have provided you with the top behavioural questions to look for as well as what to look for in candidates' answers.

57%

of talent professionals say they struggle to asses soft skills accurately.¹

1 | LinkedIn, [Global Talent Trends 2019](#)



6 of the Most Important Soft Skills

6 top soft skills
ranked in order of importance

 1 - Adaptability

 4 - Leadership

 2 - Culture add

 5 - Growth potential

 3 - Collaboration

 6 - Prioritization



ADAPTABILITY



69% of hiring managers say the most important soft skill they screen for is adaptability. ²

Adaptability is crucial for fast-paced work environments.

As future workspace continues to be unpredictable, it is predicted that 54% of employees will require significant reskilling and upskilling to be able to adapt to the ever-so-changing workplace environments, business needs and evolving technology. ³

Employees who are adaptable are more likely to have high productivity, achieve success and respond better to unforeseen change



4 questions to help you screen for adaptability

1

Tell me about a time when you had to go out of your comfort zone? How did you react? What did you learn?

What to listen for → Motivation and eagerness to take on new challenges that will push them out of their comfort zone. Wanting to learn something valuable from the experience.

2

Explain a time when you had to quickly learn a new system, process or technology that differed from what you were used to.

What to listen for → Enthusiasm about exploring new workplace practices and willingness to embrace change and take feedback.

3

Describe a situation when you were given a task outside of your job description. Did you successfully complete the task? How did you react?

What to listen for → Excitement about exceeding expectations and willingness to perform new tasks with a personal drive for success.

4

Recall a time when you had to adjust and adapt to a co-workers working style in order to successfully complete a group task.

What to listen for → Ability to be flexible when required. Willingness to learn and grow from the experience.

CULTURE ADD



Companies with inclusive talent practices generate up to 30% higher revenue per employee. ⁴

Culture adds bring a new perspective while facilitating growth at your company.

The candidate should align with your companies morals and values. However, that doesn't mean that they can't bring a unique personality to the team.

This is the reason why hiring managers must look for candidates who are "culture adds" rather than a "culture fit" – someone who positively enhances your existing culture, while helping it evolve and grow.



4 questions to help you screen for culture adds

1

What are the top three things that you look for in a job?

What to listen for → That their response aligns with those of the company and the role.

2

Tell me something interesting and unique about you that is not on your resume.

What to listen for → Indications that the candidate will bring a unique and possibly unexpected personality to your culture, regardless of its relation to the specific role.

3

What would make you decide to join our company?

What to listen for → Thorough, truthful and genuine answers that will tell you their honest opinion.

4

What is a misconception that your peers may have about you and why would they think that?

What to listen for → Self-reflection and complete transparency. The best answers will prove to you that the candidate is able to be open with the people around them.

COLLABORATION



50% of great collaborators also tend to be top performers. ⁵

When teamwork is required, collaboration is an essential skill to ensure success.

When done correctly, collaboration improves productivity, organization, and creativity. However, individuals who aren't good at collaborating can create obstacles for co-workers.

If the role requires the candidate to work well with others, it is imperative that you assess their collaboration skills to guarantee success for the entire team.



4 questions to help you screen for collaboration

1

Discuss a time when there was miscommunication within a collaborative team? What did you do?

What to listen for → Possesses patience and understanding. Identifies the miscommunication, and resolves the situation so that it does not cause further issues.

2

Give an example of a successful collaborative experience you've had while working with a team and the contributions you made.

What to listen for → Enthusiasm and positivity. A good mix of "I" and "we" statements to show individual and team contributions.

3

Describe a favourite colleague or manager you've worked with. What made them a great leader?

What to listen for → An understanding of what characteristics they look for in a leader and how that benefits their working style.

4

Describe a time when a project you were working on needed multiple last minute changes. How did you handle it? What did you do?

What to listen for → Ability to keep the team align and comfortable seeking help from colleagues, if needed.

LEADERSHIP



50% of employees have left a job to get away from a bad boss. ⁶

Although not every candidate is interviewing for a leadership role, hire people with high potential.

Companies with strong leadership are 13x more likely to outperform their competition. ⁷

Being a leader does not ensure absolute success for your company – it's their ability to inspire, motivate and discover the potential in others that brings success.

A bad leader can make teams unmotivated, ineffective, and ultimately lower productivity, leading most to quit.

Regardless of the seniority level you're hiring for, there is no downside to finding a candidate with leadership potential.



4 questions to help you screen for leadership

1

Give an example of a time where you needed to use persuasion in order to get a colleague to see your point of view. What were the results?

What to listen for → Using credible examples and evidence to prove their viewpoint. Avoid someone who gives an egotistical answer.

2

Describe a situation where you led by example. What was the outcome and how did your peers react?

What to listen for → Showing characteristics of a role model, while understanding the impact that they have on their peers. Make sure that they hold themselves to a high standard and are a positive influence to their team.

3

What has been the toughest (work related) decision you've had to make in the last 6 months.

What to listen for → Analyzation of situation. Willing to ask and accept advice when needed. Able to make final decisions.

4

Tell me about a time when something significant didn't turn out the way you expected? What role did you play in this?

What to listen for → Self-reflection and accountability. Learning from the situation. Understanding what they could have done differently.

GROWTH POTENTIAL



The cost of replacing an employee is about 1.5x their salary. ⁸

Hire someone with **growth potential** so that they can learn and grow with your company.

Be sure to look for candidates who are interested in advancing their career and have career goals.

Although it may be ideal to find candidates with similar skills and level of experience as the team members you're replacing, hiring someone who is eager to grow into multiple progressive roles is beneficial to leaders and the company as a whole.

Plus, it will earn their loyalty – making them a long term employee.



4 questions to help you screen for growth potential

1

Tell me about a time when a problem arose and your manager was unavailable. What did you do? Did you seek help from others?

What to listen for → The ability to be self-sufficient and independent. However, not afraid to seek help from colleagues before making a final decision.

2

What would motivate you to leave your current role?

What to listen for → Signs that the candidate is driven to grow and learn with your company. Willing to leave a position for growth opportunities rather than stay for immediate payoff. Willing to be challenged.

3

Tell me about a time when you asked a manager for direct feedback. Why? What was their response?

What to listen for → That they regularly seek, accept and implement feedback. Always looking for ways to self-improve and advance themselves in the workplace.

4

What is the greatest career goal you've achieved?

What to listen for → Self-motivation and drive. Rather than boasting themselves they show pride and satisfaction in their achievements.

PRIORITIZATION



The ability to plan, organized and prioritize tasks is ranked as the third most desirable quality in a new hire. 9

Candidates who have mastered prioritization are able to excel and take on major tasks.

Be on the lookout for individuals who have great time management skills and are detail oriented. These types of people tend to be on-top of tasks and do not leave things to the last minute.

These types of people are very important in roles that have firm due dates and tight project timelines. Finding candidates who have mastered prioritization play a major role in ensuring success for your company.



4 questions to help you screen for prioritization

1

Describe a time when you had multiple projects on the go. How did you manage your time? What was the result?

What to listen for → A concise and clear way of organizing projects and timelines.

2

Give an example of a time when you spearheaded a project. How did you organize/ delegate tasks?

What to listen for → A thought-out approach to planning with a strong sense of self-discipline. A deep understanding of how to delegate and drive success.

3

Tell me about a time when you felt stressed or overwhelmed in the workplace. How did you handle/overcome it?

What to listen for → Signs that they are able to handle high-level of stress and fast-paced environments. Ability to plan and prioritize colleagues , if needed.

4

How do you determine the amount of time needed to complete a task?

What to listen for Sign that they have previously prioritized multiple projects. Ability to find a middle ground between rushing and perfection.

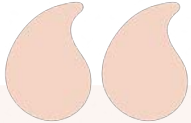
HELPFUL TIPS



Ask unexpected questions

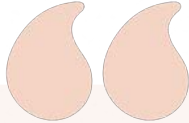
By asking unexpected questions you will be able to discover unique qualities about the candidate. Asking unconventional questions, allows you to see how the candidate responds in real time, as they were not able to prepare.

Here are some go-to unexpected questions asked by top business leaders and talent professionals:



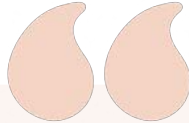
Why shouldn't I hire you?

Adam Grant
Wharton Professor and
Best Selling Author



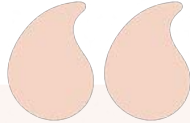
How would you make money from an ice-cream stand in Central Park?

Yasmin Green
Head of research and
development at Google
Ideas



How many degrees separate the minute and hour hands of a clock at 3:15?

Scott Cutler
CEO of StockX



Talk to me about a time when you were seven or eight. Who did you want to be?

Barbara Byrne
Vice chairman of
investment banking at
Barclays

6 questions to be prepared for

★ High-potential candidates will be natural question askers. They often possess high curiosity and take an interest in the company and role. Make sure you pay close attention to what they ask, as this will give you the opportunity to speak about the company's values, interest and priorities.

Why is this role a big opportunity?

Are there opportunities for advancement within the company?

What do you anticipate will be the most challenging aspect of this position?

If you could describe your company in 3 words, what would they be and why?

What type of person will fit in best with your team?

What positive and negative things do people say about your company?



Automated Reference Checking Tool

Empower your talent team to make better hiring decisions, find higher performing candidates, and improve employee retention with VITAY's reference checking solution.

[Request a demo](#)

Pre-Screening Tool

Use VITAY's pre screening tool to filter through candidates and assess their cognitive ability, emotional intelligence, skills, personality, honesty and integrity.

[Learn more](#)

Talent Feedback Tool

Implement VITAY's talent feedback tool to collect important insights regarding your recruiting process, quality of hire, candidate fit, on-boarding issues, and gather candid exit insight.

[Learn more](#)

Use the right
hiring tools
throughout
your
processes.



See VITAY in action!

VITAY is a cloud based reference checking software that helps recruiters and HR leaders save time, find better candidates and increase annual revenues. By using VITAY recruiters are able to gain more meaningful insight into their candidates in a much shorter time frame, while leveraging the process to garner a new source of sales leads. VITAY also offers additional pre-screening and talent feedback tools.

[Request a free demo](#)

[Subscribe to our blog](#)



[Follow us on Facebook](#)



[Connect with us on LinkedIn](#)



[Follow us on Twitter](#)



Methodology

The information in this document is from a "LinkedIn survey of 1,297 hiring managers in the US, Canada, UK, Netherlands, Australia, and India in May 2016. Hiring managers are defined as those who currently manage people and who recently hired, are currently trying to hire, or are planning to hire new people for their team (based on survey responses). Members were selected at random to take our survey and were representative of the LinkedIn sample. The LinkedIn sample (and our analysis) was influenced by how members chose to use the site, which can vary based on professional, social, and regional culture, as well as overall site availability and accessibility. These variances were not accounted for in the analysis." ¹⁰

