

A-PlayerSEARCH

EXECUTIVE RECRUITING

Core Value Behavioral Questions

Excellent Service

Give me an example of a time when you used your fact-finding skills to solve a problem.
Describe a time when you anticipated potential problems and developed preventative measures.
Tell me about a time when you went out of your way to give great service to a customer.

Exceptional Products

Tell me about a time when you had to go beyond the call of duty in order to get a job done.
Tell me about a time when you missed an obvious solution to a problem.
Describe a time when you anticipated potential problems and developed preventative measures.

Responsibility and Accountability

Describe a time when you set your sights too high (or too low).
Give me an example of a time when you had to make a split decision.
How would you co-workers describe your work style/habits?

Innovation

Describe what you would say if asked to talk about yourself in a group of 15 people.
Can you tell me about a time during your previous employment when you suggested a better way to perform a process?
Tell me a personal or career goal that you've accomplished and why that was important to you.

Passion to Win

It's 4:30 on a Friday afternoon. Your supervisor gives you an assignment that needs to be finished by 8am on Monday morning. You have already made plans to be away the entire weekend. What do you do?
Tell me about a time when you were forced to make an unpopular decision.
Give me an example of a time when you showed initiative and took the lead.

Profitability

Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
Give me an example of a time when you set a goal and were able to meet or achieve it.
Give me an example of a time when something you tried to accomplish and failed.