

Interviewing for Faultless Selection

| <u>Theme</u> | <u>What They Will Be Looking For</u> | <u>Questions Asked</u> |
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| Decision Making Problem Solving | <ul style="list-style-type: none"> • Knowing how to access an opportunity • Gathering relevant data • Evaluating opportunities • Making an informed choice • Acting upon it • Reevaluating • Determining potential causes • Specifying alternate solutions | <p>“What was especially important about your decision to attend SFSU?”</p> <p>“Are you more intuitive or logical in solving problems? Give an example of your style.”</p> |
| Commitment Initiative Persistence | <ul style="list-style-type: none"> • Handling obstacles to your goals • Working around roadblocks • Setting and pursuing a specific course of action • Reaching goals through personal sacrifice | <p>“Describe a time when you were working on a project which was behind schedule. What did you do to complete the project on time?”</p> <p>“What have been some goals or themes important to you as you’ve prepared yourself for your career?”</p> |
| Leadership Interaction | <ul style="list-style-type: none"> • Motivating, persuading and influencing others • Building rapport & respect • Exhibiting interpersonal skills | <p>“Describe your role as _____ for your student association. What were some problems you encountered and how did you work them through?”</p> |
| Team Playing | <ul style="list-style-type: none"> • Collaborating on projects • Sharing responsibility & challenge | <p>“Can you tell me about a time when you and a group worked hard and well to accomplish a goal that was important to you?”</p> |
| Assertiveness | <ul style="list-style-type: none"> • Managing conflict/disagreement well • Expressing opinions freely | <p>“Have you ever received differing instructions from your supervisors? What did you do?”</p> |
| Maturity Judgement | <ul style="list-style-type: none"> • Keeping composure under stressful conditions • Thinking, acting & communicating wisely | <p>“Describe a ‘problem person’ you have had to deal with. How did you handle the situation? What would you do differently?”</p> |
| Organization Planning | <ul style="list-style-type: none"> • Structuring & scheduling action plans • Managing time effectively | <p>“How do you schedule your time on a particularly hectic day?”</p> |

