

SAMPLE BEHAVIORAL INTERVIEW FORM

TIME LIMIT FOR EXERCISE: 30 MINUTES (total)

Description: Each of the two interviewers has 15 minutes to ask the applicant three questions, one in each area, listen to the applicant's answers, then score the exercise.

Category: **Adaptability/Stress Management**

Question: Tell me about a challenge that you successfully met.

Situation/Task:

Action/Result

1	2	3	4	5
Low	Low-Moderate	Moderate	Moderate-High	High

Category: **Conflict Management**

Question: Give an example of when you had to work with someone difficult to get along with. Why was this person difficult? How did you handle that situation?

Situation/Task:

Action/Result

1	2	3	4	5
Low	Low-Moderate	Moderate	Moderate-High	High

Category: **Technical & Professional Knowledge/Ability to Learn**

Question: What techniques have you learned to make school or work easier or to make yourself more effective? How did you learn that technique?

Situation/Task:

Action/Result

1	2	3	4	5
Low	Low-Moderate	Moderate	Moderate-High	High

SAMPLE RATING LEGEND

RATING	RATING STANDARD
1 – Low	Applicant's response lacked depth or complexity. Poor stress tolerance, motivation, planning, and organizational skills. Poor adaptability and conflict avoidance. Lack of insight into self-learning.
2 – Low-Moderate	
3 – Moderate	Applicant's response had some depth and complexity. Average stress tolerance, motivation, planning, and organizational skills. Average adaptability and conflict avoidance. Average insight into self-learning.
4 – Moderate-High	
5 – High	Applicant's response had depth and complexity. Adequate stress tolerance, motivation, planning, and organizational skills. Satisfactory adaptability. Handles conflict well. Excellent insight into self-learning.