

# **BEHAVIOURAL INTERVIEW QUESTIONS 2**

**By HRinmotion**



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## **INTRODUCTION**

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**This manual contains 32 behavioral interview questions that may be asked by Human Resources professionals to assess common job required competencies. For your convenience, we have also included key “search for” points interviewer(s) look for in your answer.**

**Technical (3)**

**Ethics (3)**

**Prioritize (3)**

**Strategy (2)**

**Judgement (3)**

**Decision Making (3)**

**Change Implementation (3)**

**Leadership (3)**

**Assertiveness (3)**

**Creativity (3)**

**Goal Setting (3)**

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## Technical

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- Ability to access, analyze, and deliver knowledge and understanding by applying technologies and processes.

***Tell us about a time when your technical knowledge helped you to deliver better service?***

**Search for:**

- What technologies and processes did you apply?
- How did you go about accessing the required technical resources?
- What process did you use to convey knowledge and understanding?



## Technical

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- Ability to access, analyze, and deliver knowledge and understanding by applying technologies and processes.

***Tell us about a time when your ability to analyze information, through using technical means, enabled you to deliver knowledge and understanding to others?***

**Search for:**

- What technologies and processes did you apply to analyze the information required?
- How did you go about accessing the required technical resources?
- What means did you use to convey the information?



## Technical

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- Ability to access, analyze, and deliver knowledge and understanding by applying technologies and processes.

***Tell us about a time when it was necessary for you to access new technology for the purpose of analyzing, and then delivering information?***

**Search for:**

- How did you evaluate what technical resource would be necessary?
- How did you go about accessing the required technical resources?
- How did the technical resource function to analyze the information?

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- Encouraging ethical conduct and analysis and judgment.

***Describe a situation in which you demonstrated a strong ethical stance at work, despite pressure to do otherwise?***

**Search for:**

- What were the risks involved in taking the strong stance that you did?
- How did you overcome the pressure to change or weaken your stance?
- How did the position you took affect the relationships that you have with the others involved?

- Encouraging ethical conduct and analysis and judgment.

***Give us an example of a time when you encountered an ethical dilemma that required your intervention?***

**Search for:**

- How did you determine what the issues were in the situation?
- What led you to decide on the particular course of action taken?
- Were there risks involved in taking the position that you did? If so, how did you identify and mitigate them?
- What was the outcome of the situation?

**Sample Document  
Question 5 of 32**