



Interview Questions

We share these as we want you to feel as prepared as possible before taking the time to talk with us.

1. *Not every interviewer will cover all these questions and they will all have their own style in proceeding through the questions. They may ask questions not on this list.*
2. *You may hear different interviewers ask you the same question as another interviewer did. This is so we can compare answers and ensure we are getting a balanced perspective.*
3. *You will see headings based on our [Core Values](#); these are essential to how we work and something we ask each team member to commit to.*
4. *Please **don't write out or memorize your answers** as we want to hear your authentic answers.*

Introduction Questions:

- At Persolvent, we like to start meetings by sharing a personal or professional positive (a highlight of something recent that is going well). Please think of one to share.
- What do you know about our company from our process so far?

Experience Questions

- Our #1 key accountability for this role is _____ (refer to job description). Describe a situation when you achieved success in this area. If you haven't done this accountability specifically, draw comparisons with the most similar experience you have.
- Our #2 key accountability for this role is _____ (refer to job description). Describe a situation when you achieved success in this area.
- Our #3 key accountability for this role is _____ (refer to job description). Describe a situation when you achieved success in this area.

General Questions

- If I called up your current/recent supervisor and asked them about your biggest strengths and the value you bring to your team, what would they say? What would they say you need to work on or opportunities for you to grow?
- Describe something that felt unfair at your current company.
- Provide an example of a decision that you made that you now realize was a poor decision. What happened? What did you do?

Honesty & Integrity Questions

- Tell me about a time when your integrity was put to the test.
- Tell me about a time when you experienced a loss for doing what is right. How did you react?
- Tell me about a time you made a mistake. What happened? What was your response? What kind of conversations did you have?



Excellence Questions

- Tell me about a time when you demonstrated a high level of initiative, when you went above and beyond your normal duties.
- What has been the biggest accomplishment of your career? Why was it that one? What was your role? How did you demonstrate leadership?
- Give an example of when you have been involved in improving a process. What specific actions did you take? What was the outcome?
- Give an example of when you had learn to perform a task while on the job? What was it? How did you go about accomplishing it?
- Give an example of when you executed a project or strategy flawlessly.

Customer Focused Questions

- Tell me about a time when you had to deal with an unhappy customer. Describe the situation. How did you handle it? What did they say and how did you respond?
- Tell me about a time when you had a difficult situation with a co-worker. Describe the situation. How did you handle it? What did they say and how did you respond?
- Tell me about a time when you had a difficult situation with a supervisor. Describe the situation. How did you handle it? What did they say and how did you respond?

Passionate Questions

- In the positions you've held, what activities or tasks have you been most passionate about? What type of tasks do you love to do at work?
- In the positions you've held, what activities or tasks have you not been passionate about? What are the things you don't enjoy doing?

Professional Questions

- What do you feel are the three most important characteristics for the position you're applying for?
- Tell me about a time when you found out one of your co-workers was doing something against company policy? What was it? What was your response?
- Describe a time when you received criticism. What was it? What was your response?

Leadership Specific Questions

- Give an example of when you had to hold someone accountable. What was the situation? What was the conversation?
- Give an example of when you were forced to change a team's direction? What were the circumstances? How did you go about accomplishing this? What were the results?

Wrap Up



- Do you have any questions for me?