

Targeted Selection Job Interview Questions And Answers



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Targeted Selection Interview Questions And Answers Guide.

Question - 1:

Do you often have to let people go?

Ans:

If you really don't understand the question (or want to buy some time to formulate an answer), ask for clarification: "Can you be more specific? I'm not sure I understand what you are looking for."

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Question - 2:

What is Conflict Resolution?

Ans:

In a Targeted Selection interview, the interviewer will have a list of skills critical to the role for which she's interviewing. If the role is a manager's job, then one of the skill sets that the interviewer will be interested in could be conflict resolution within a team. The interviewer might start this section by asking for examples of previous situations where the candidate resolved conflict within her team. Or she could be asked to give an example of how she managed an irate team member. Additional questions could center on a description of how the candidate handled a difference of opinion with her manager or colleague, and how she put her case across.

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Question - 3:

Targeted Selection Competency interview questions part 12:

Ans:

- * Conflict Resolution
- * Problem Solving Interview Questions
- * Teamwork Interview Questions and Answers
- * Motivational Interviewing Questions
- * Situational Interview Questions
- * Customer Service Skills Interview Questions
- * Communication Skills
- * Decision Making
- * Strategic Thinking Interview Questions.

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Question - 4:

Targeted Selection additional interview questions part 11:

Ans:

- * Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.
- * Give me an example of a time when you motivated others.
- * Tell me about a time when you delegated a project effectively.
- * Give me an example of a time when you used your fact-finding skills to solve a problem.
- * Tell me about a time when you missed an obvious solution to a problem.
- * Describe a time when you anticipated potential problems and developed preventive measures.
- * Tell me about a time when you were forced to make an unpopular decision.
- * Please tell me about a time you had to fire a friend.
- * Describe a time when you set your sights too high (or too low).

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Question - 5:

Targeted Selection additional interview questions part 10:

Ans:

- * Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.



- * Tell me about a time when you had too many things to do and you were required to prioritize your tasks.
- * Give me an example of a time when you had to make a split second decision.
- * What is your typical way of dealing with conflict? Give me an example.
- * Tell me about a time you were able to successfully deal with another person even when that individual may not have personally liked you (or vice versa).
- * Tell me about a difficult decision you've made in the last year.
- * Give me an example of a time when something you tried to accomplish and failed.
- * Give me an example of when you showed initiative and took the lead.

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Question - 6:

Targeted Selection additional interview questions part 9:

Ans:

- * Here is one list of sample behavioral-based interview questions:
- * Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- * Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
- * Give me a specific example of a time when you used good judgment and logic in solving a problem.
- * Give me an example of a time when you set a goal and were able to meet or achieve it.
- * Tell me about a time when you had to use your presentation skills to influence someone's opinion.
- * Give me a specific example of a time when you had to conform to a policy with which you did not agree.
- * Please discuss an important written document you were required to complete.

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Question - 7:

Targeted Selection behavioral interview questions part 8:

Ans:

- * Surmounted a major obstacle.
- * Set your sights too high (or too low).
- * Prioritized the elements of a complicated project.
- * Got bogged down in the details of a project.
- * Lost (or won) an important contract.
- * Made a bad decision.
- * Had to fire a friend.
- * Hired (or fired) the wrong person.
- * Turned down a good job.

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Question - 8:

Targeted Selection behavioral interview questions part 7:

Ans:

- * Had to make an important decision with limited facts.
- * Were forced to make an unpopular decision.
- * Had to adapt to a difficult situation.
- * Were tolerant of an opinion that was different from yours.
- * Used your political savvy to push a program through that you really believed in.
- * Were disappointed in your behavior.
- * Had to deal with an irate customer.
- * Delegated a project effectively.

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Question - 9:

Targeted Selection behavioral interview questions part 6:

Ans:

- * Worked effectively under pressure.
- * Handled a difficult situation with a co-worker.
- * Were creative in solving a problem.
- * Missed an obvious solution to a problem.
- * Were unable to complete a project on time.
- * Persuaded team members to do things your way.
- * Wrote a report that was well-received.
- * Anticipated potential problems and developed preventive measures.

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Question - 10:

How you handle a difficult situation?

Ans:

Handled a difficult situation with a co-worker.

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Question - 11:

Describe a time when you had to fire someone?

**Ans:**

Just because you are anxious to comply with the question, don't tell stories that will hurt you. Always remember that your stories must serve the purpose of selling you.

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Question - 12:

Tell me about a time when you lost your temper?

Ans:

You could honestly say, "I do get angry sometimes but I never lose my temper. In fact, I'm not sure I have a temper."

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Question - 13:

Tell me when you had a conflict with a supervisor?

Ans:

you can begin by clarifying the question (e.g., "would you like me to discuss my relationship with my last supervisor?"). If you get an affirmative nod, go on to describe your relationship with that supervisor.

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Question - 14:

Targeted Selection interview questions part 5:

Ans:

- * Can you tell me more about the employees that I'd be supervising in this position
- * Do you often have to let people go
- * Tell me about a time when you lost your temper
- * Would you like me to share a learning experience with you
- * Tell me about a time when you had to deal with an irate customer
- * Tell me about a time when you had a conflict with a supervisor

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Question - 15:

Targeted Selection interview questions part 4:

Ans:

- * What is your proudest accomplishment?
- * Discuss any obstacles or options you faced and how you overcame them?
- * We have all had times when we just couldn't get everything done on time. Tell me about a time when this happened to you?
- * Give me a situation where you faced conflict on the job.
- * Pick a particular conflict situation and briefly explain how you resolved it?
- * Give some examples of when you went above and beyond what was required in a course/job/project. If you can, provide an example from your academic experiences and from your work experience (if applicable)?
- * What have you done that showed initiative and willingness to work? Use examples from college or work?
- * Tell me about a time when you disagreed with others in your work group, and how you handled it. How was the disagreement resolved? Avoid blaming other for the disagreement?
- * How did you get your peers/co-workers to accept your idea and/or project? Stress your persuasion skills and or/ your teamwork skills.
- * When were you most satisfied/dissatisfied in your work (most current work)?
- * What motivates you to do your best?

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Question - 16:

Targeted Selection results or changes caused actions that you took interview questions part 3:

Ans:

- * What were the results?
- * How did it work out?
- * What problems/successes resulted from?
- * What feedback did you receive?
- * What lesson(s) did you learn?

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Question - 17:

Targeted Selection actions that you took interview questions part 2:

Ans:

- * What exactly did you do in the situation?
- * What was your specific role or what steps did you take in the situation?

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Question - 18:

Targeted Selection interview questions part 1:



Ans:

- * Describe a situation?
- * What were the circumstances surrounding?
- * What was the most memorable time when that happened?
- * What did you do?

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Question - 19:

Describe a work decision you have made that you wish you could do over?

Ans:

Last year I miscalculated a big project. I had assigned a high visibility project to one of my project managers. This person came to me and asked to be reassigned, because he didn't believe that he could do what was required by the project.

We lost eight weeks on the project, but I delivered a top-notch end product. Once I realized the full scope and complexity of the project, I was able to quickly and effectively turn the project around. In the end, the project delivered what the organization needed, and I received positive reviews from my director.

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Question - 20:

What is targeted selection?

Ans:

Targeted Selection is the world's most proven, accurate behavioral interviewing system. It helps verify your fit for the job, and the company's fit for you.

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Question - 21:

What has been your proudest accomplishment?

Ans:

When I was a junior in college, I was having difficulty with calculus. On my first test, four weeks into the class, I received a C- on the test, and I was really discouraged. This was the first time that I had received a C on any test. I knew that I had to do something differently, because I knew that the class was going to continue to be tough.

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