

Interviewing for Faultless Selection

<u>Theme</u>	<u>What They Will Be Looking For</u>	<u>Questions Asked</u>
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>