

JOB INTERVIEW “3 BUCKETS” FROM TOM

STEP ONE - ASSESS

Walk through Office and Introduce to Staff
Watch Interactions with staff/communication skills

STEP 2 - QUESTIONS

Do NOT talk about position/company
and be manipulated cards

STEP 3 - WRAP UP

Let them ask you questions
You should already know if position will be offered or not. **DO NOT TALK PAY/WAGES**
Tell Them :

- 1. Background Check**
- 2. Check REferences**
- 3. IF ALL GOOD-
Job Offer via
DOCUSIGN w/ 48
hour expiration**

SAMPLE BEHAVIORAL INTERVIEW QUESTIONS FOR MINDSET

Most questions will be structured in such a way that they focus on the components of Growth Mindset – but remember to ask them in as “neutral” a fashion as possible. Do not lead the witness! In each case, you are listening for answers that are either more consistent with Growth Mindset or with Fixed Mindset. And, as with all behavioral interview questions, the key is to ask ever more detailed questions to dig down (and down and down and down) into the details of the previous situation.

All questions begin with (some version of) “Tell me about a time when...”

1. ...you were inspired to learn something new recently.
2. ...you took on a significant challenge recently.
3. ...you failed at something recently. (We’re looking for resilience and persistence in the face of failure here.)
4. ...you went above-and-beyond the call of duty recently.
5. ...you received feedback recently.
6. ...you were inspired by someone else recently.

It is also possible to include some questions that focus on the elements of Fixed Mindset. Again, it is important to ask the questions in as “neutral” a way as possible. And, as above, listen for answers that are either more consistent with Growth Mindset or with Fixed Mindset.

1. ...you felt like the smartest person in the room recently.
2. ...you chose not to do something challenging recently.
3. ...you gave up on something recently.
4. ...you gave less than your best effort recently.
5. ...you felt resentful of someone else’s success recently.

Note that even Growth Mindset people will likely have examples for these Fixed-Mindset-focused questions. But, as always, you are listening for answers that are more consistent either with Growth Mindset or Fixed Mindset. For example, a Growth Mindset person’s story about feeling like the smartest person in the room will sound VERY different from a Fixed Mindset person’s story about it!