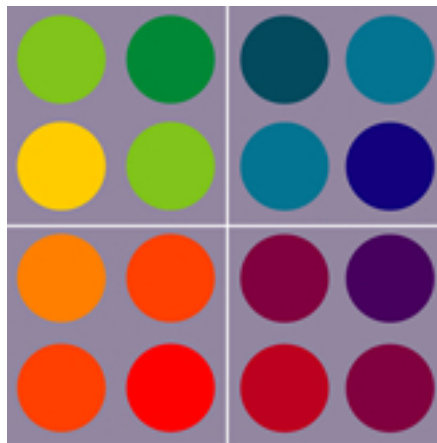


Facet5 Audition - Interview Guide

Sarah Betts

Date of Administration: 11.9.2008

Company: Consulting Tools

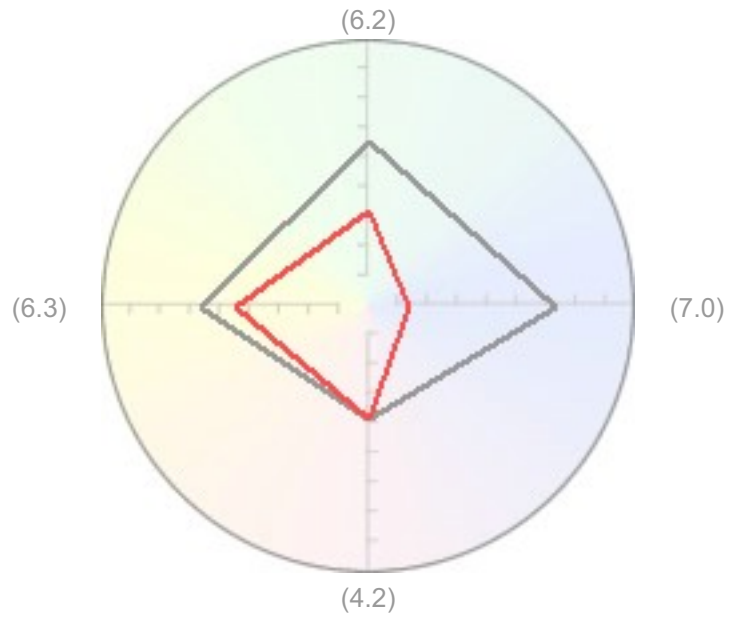


Audition

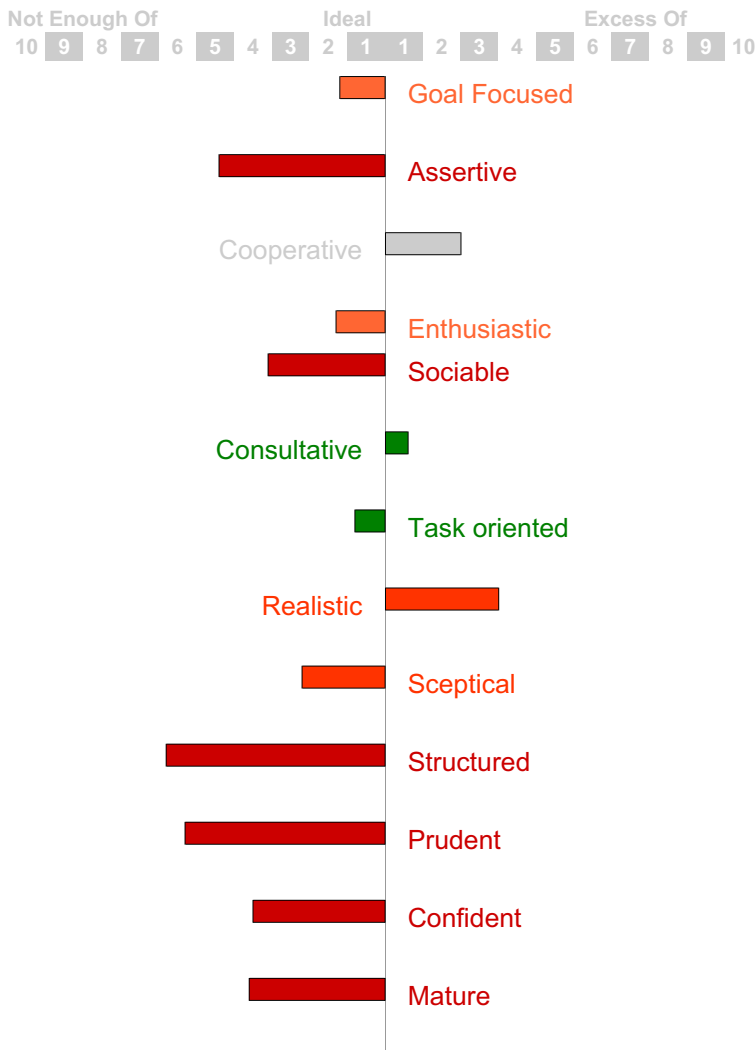
This guide provides a structure for an interview for a **Marketing Manager - New Indian Company** role within **Consulting Tools**. It is based on research carried out within **Consulting Tools** and should not be used for other purposes.

(The ideal profile for this role is shown in grey)

Closeness of fit: 37.0



Convergence Chart



- Listens to others - look for examples of having persuaded others to see things a different way.**

Avoids confrontation. Look for evidence of addressing issues.

Talks to others before deciding - look for own ideas being presented.
- Takes time to warm up - can share team enthusiasm**

Reserved and distant - look for evidence of working with a team.

Equally happy working alone or as part of a team. Needs some contact.
- Maintains balance between task and people. Able to make pragmatic decisions.**

Leaves people to sort themselves out - look for willingness to help.
- Trusts what people say. Examples of where they have felt this was misplaced?**

Creative and free thinking. Look for any evidence of planning ahead.
- Permissive - look for evidence of recognising principles and standards.**

Self critical and worrying. What have they managed to improve?
- Negative and doubtful. Avoids difficult or new situations?**

Ideal candidates are reasonably assertive. They do not allow issues to go unattended but are prepared to listen to others.

Facet Says:

Behavioural Questions

Avoids confrontation. Look for evidence of addressing issues.

Tell me about a time when you needed to confront someone. What was the situation? What did you do? What was the result?

Tell me about a time when you were challenged strongly by someone. What was the situation? What did you do? What was the result?

Tell me about a time when you had to have an open argument. What was the situation? What did you do? What was the result?

Situational Questions

What is the best way to confront someone over an issue at work.

If someone challenges you over an issue, how do you defend yourself?

Do open arguments serve a purpose at work or do you feel is there always a better way of solving a problem.

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Unwilling to face issues
Avoids issues, hoping they will get better
Too quick to give in to an argument

Reacts and confronts issues without reflection
Over-reacts to a challenge
Argumentative

Ideal candidates should welcome change and show obvious enthusiasm.

Facet Says:

Takes time to warm up - can share team enthusiasm

Behavioural Questions

Tell me about new ideas that you have implemented at work. What were they? How did you discover them? What did you achieve?

Tell me about a time when you had to take a public role for your team? What happened? What did you do? How did you feel about it?

Tell me about a time when you saw a new opportunity which excited you. What was the situation? What did you do? What was the result?

Situational Questions

How do you feel new ideas should be introduced at work?

How would you feel if you were asked to take on a public role for your team?

When asked to introduce new ideas to your team, how would you go about it?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Low profile in a team
Calm and detached
Unenthusiastic

Enthusiastic and eager
Quick to get started on things
Impulsive

Ideal candidates show a balance between giving people the benefit of the doubt and checking to make sure.

Facet Says:

Leaves people to sort themselves out - look for willingness to help.

Behavioural Questions

Tell me about a time when you had to be quite tough with someone. What was the situation? What did you do? What was the result?

Tell me about a time when you stepped in to help someone quickly. What was the situation? What did you do? What was the result?

Give me an example of where you have gone out of your way to help others? What was the situation? What did you do? What was the result?

Situational Questions

How should you decide when to forgive someone and when to be tough?

What would you do if you thought someone was trying to take advantage?

Do you find that you have to look through what people are saying to find out what they are really after?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Forgiving
Uncritical
Overly supportive

Tough
Can seem harsh
Unforgiving

Ideal candidates are more structured and logical in their approach to work.

Facet Says:

Creative and free thinking. Look for any evidence of planning ahead.

Behavioural Questions

Tell me about your daily routine. How do you plan? How does it help you?

Tell me about a situation when you followed a difficult task right through to the finish. What was the situation? What did you do? What was the result?

Describe how you set your work plan out. What steps do you go through? How do you implement it? Do you stick to it?

Situational Questions

Do you prefer a very planned approach or to be more responsive and see what the day brings?

Are you better handling a few tasks right through to the finish or applying yourself to many things at once?

At work do you feel it is better to stick to a work plan or to take things as they come?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Creative but unstructured
Free thinking
Lacking discipline

Measured and steady in work
Risk averse
Resistant to change

Ideal candidates are confident and unworried. They believe they can handle any difficulties that arise. They take things as they come.

Facet Says:

Self critical and worrying. What have they managed to improve?

Behavioural Questions

Have you ever felt that you lacked a particular skill required for work? What was the skill? What did you do about it? What was the result?

Give an example of an event at work that was stressful for you. What was the situation? What did you do? What was the result?

What skills have you managed to improve while in your job? What motivated you to change? How do you know that you have improved?

Situational Questions

What skills do you think you need to develop to do your job better?

What things are likely to make you feel stressed at work?

If someone lacks confidence at work what is the best way of re-assuring them?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Anxious
Self-deprecating
Worrisome

Relaxed
Comfortable with themselves
Overconfident

Ideal candidates are more optimistic and resilient. They do not take things personally.

Facet Says:

Negative and doubtful. Avoids difficult or new situations?

When was the last time you felt really positive about something you had done at work. What was the situation? What did you do? What was the result?

Behavioural Questions

Tell me about a time at work when you felt a real sense of urgency. What was the situation? What did you do? What was the result?

When have you had to weigh up risks very quickly and take a chance. What was the situation? What did you do? What was the result?

Situational Questions

How do you go about weighing up the risks associated with a course of action?

What would it take to make you feel you had really achieved "against the odds"?

How important is a sense of urgency at work?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Easily discouraged
Pessimistic and uncertain
Avoids challenges

Confident in own skills
Can seem complacent
Can lack a sense of urgency.

Notes