



# SAMPLE BEHAVIOURAL INTERVIEW QUESTIONS EXTRACT

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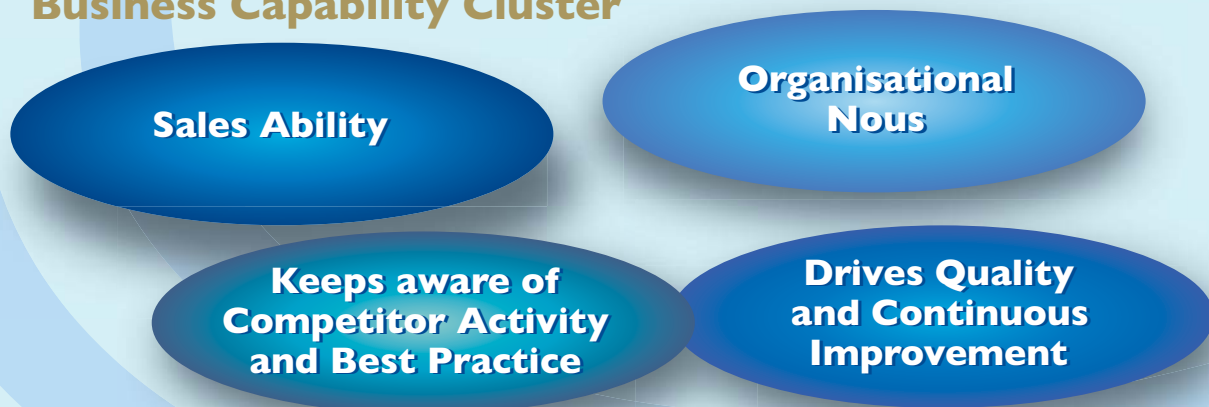
**VISION** have produced a CD Rom, containing a PDF and a Word Version of our popular Behavioural Interview Questions Folder, covering more than 60 different Behavioural Dimensions and containing more than 750 copyrighted and road tested Behavioural Questions. These questions can be used by the purchaser's organisation at any interview and can even be copied and pasted straight from the Folder into your Interview Plan/Guide, saving literally hours of time, and giving you an improved chance of identifying success and talent for your organisation or client. A sample extract is attached.

Here's a list of all the dimensions that we cover:

### Organisational Capability Cluster



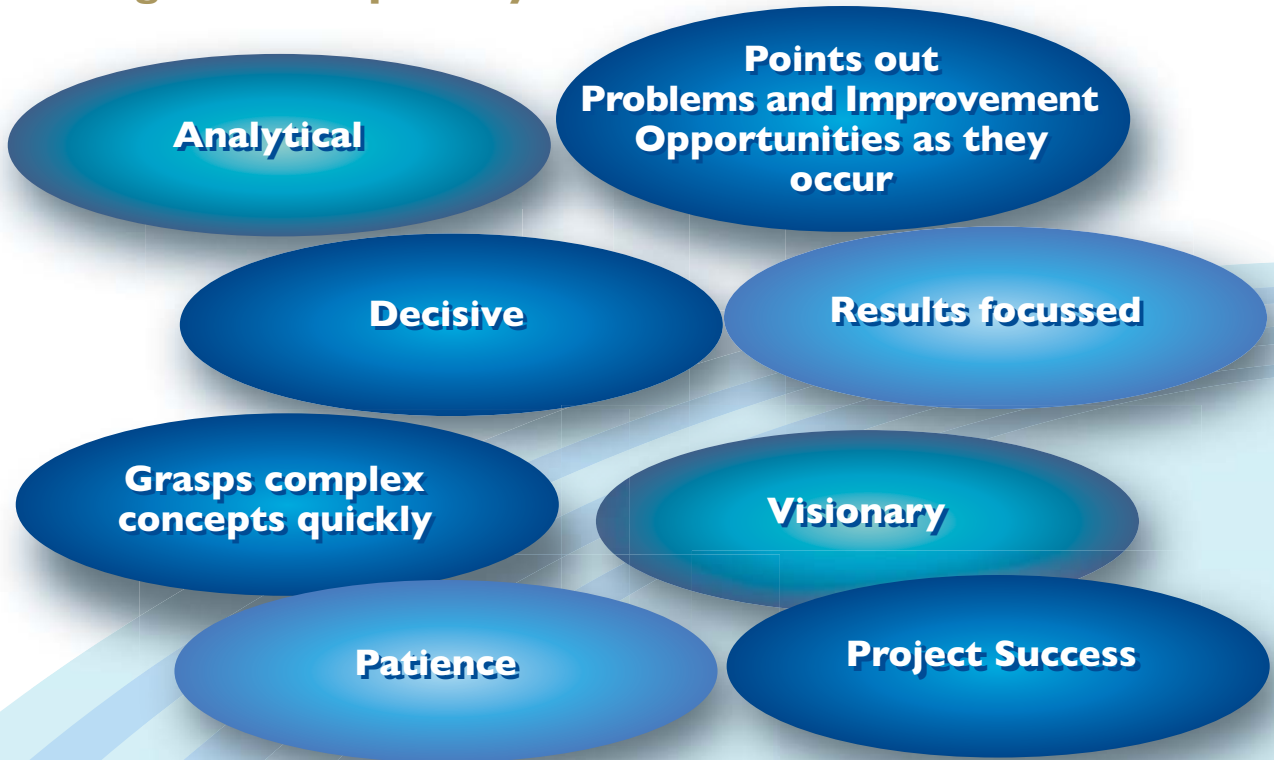
### Business Capability Cluster



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## Management Capability Cluster



## Leadership and Work Style Cluster



## Work Style Cluster





## Knowledge

**Shares Knowledge  
and Information**

**Optimises Technology**

**Knowledge Enhancement**

**Yearning for  
Lifelong Learning**

**Coaching and  
Mentoring ability**

**Prioritisation and  
Organisation**

**Negotiating abilities**

## Personal Values

**Relocation  
Success/Mobility**

**Work and Life Balance**

**Pride**

**Confidentiality**

**Loyalty**

**Humour**

**Trustworthy**

**Legal and Procedural  
Compliance**

## **Innovation**

**Innovation**

**Loyalty**

## **Workplace Safety**

**General Workplace  
Safety**

## **Teamwork**

**Building Excellence  
in Team Outputs**

**Reliability**

## **Achievement**

**Individual  
Achievements**

# Here's a sample of questions from some of those dimensions:

## **Organisational Nous**

Please outline a time when you have needed to backtrack an initiative when you realised it was flawed or not the right time to drive it forward?

## **Organisational Capability**

What restructuring initiatives have you recently put forward that were not implemented and why did you put them forward?

## **Works within Organisational Direction**

Tell us a time when you were in charge of implementing a major organisational decision which you were not in favour of?

## **Facilitative Style**

Outline for us the best team meeting you facilitated in recent times?

## **Encouraging**

What specific encouragement have you provided to your staff in recent times?

## **Objectivity**

What was the last tender decision were you involved with and how was the decision reached?

## **Environmentally Responsible**

When did you identify a practice to improve an environmental outcome for your company?

## **Builds Sustainable Direct Working Relationships with Employees and Stakeholders**

Tell us about a rocky working relationship you have with a work colleague?

## **Eye for Detail**

Tell us of a mistake you discovered in one of your reports just before it was due to be sent out?

## **Productivity**

When was the last time you were having so much fun on a project that you felt electrified? Please detail the aspects that made you feel this way. How did the project turn out?

## **Shares Knowledge and Information**

When was the last time did you share financial performance information with your staff?

## **Relocation Success/Mobility**

Can you recall a recent time where you clearly made an error in relocating to take up a position?

## **Legal and Procedural Compliance**

When have you needed to remind someone of his or her legal responsibilities?

## **Trustworthy**

When did you last report a conflict of interest to your Manager?



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# Comments from a few of our clients



"This one tool has improved our workplace culture by allowing us to hire smarter"

**Vin Lyn**

*Human Resources Manager  
Great Barrier Reef Marine Park Authority*

"We used it as the foundation for some very effective Behavioural Interview Coaching and Training"

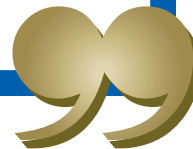
**Chris Saunders**

*Human Resources Manager  
Sydney City Council*

"Easy to use and extremely effective at improving our selection accuracy"

**Peter Cranitch**

*Human Resources Manager – Information  
Brisbane City Council*



On request, Vision also design and facilitate in house courses in Behavioural and Values Interviewing and Assessment and as Labour Market Strategists and assist organisations develop winning Recruitment Strategies.

To contact Vision please email us at [training@visionhr.com.au](mailto:training@visionhr.com.au) or ring us in Australia on

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