

# Selection: Making a Good Match

## Behavioural Questions

- Give me an example of a workplace change, or improvement you initiated?
- What were the reasons or context for that change?
- What were barriers you encountered and how did you overcome these?
- What were the benefits of this change? To the organization? To individuals?
- What did you do to get support for this change?
- What did you learn that you would apply to a similar situation?

**The situational interview is based on future hypothetical situations. This style assumes that behavioural intentions (how you anticipate you would behave in a certain situation) are the best predictors of future performance.**

## Situational Interview Questions

- How would you respond to a customer who told you he was unhappy with his order?
- What would you do if you came across a liquid spill on the shop floor?
- What steps would you take in the event of a product recall?
- If you had to work with three different departments with different priorities, how would you handle that?
- How would you manage a situation where you had to supervise employees who were in conflict with each other?
- If you became a supervisor here, how would you describe your philosophy and approach?

## Other Interview Questions

- Why do you want to work here?
- What is most important to you in a job?
- Describe three of your best personal strengths.
- What type of supervisory style do you prefer?
- What is the most important skill for a manager to have?
- What areas of personal development would you like to work on in the next year?