



# Customized interview guide

Candidate : **Thomas Flasjon**

Date : **Nov 19, 2024**

Questionnaire duration : **15 min**

Time of completion : **5 min**

Keys to a successful interview :

**The STAR method** : The interview is structured around the STAR method (Situation, Task, Action, Result), recognized for its effectiveness in collecting precise and factual information on candidates' skills and behaviors. Each question is designed to obtain concrete examples of how the candidate demonstrated specific behaviors or skills in the past.

**A balanced discussion** : The questions are organized according to the 'hamburger' method, which consists of starting with strengths, then exploring potential areas for improvement, and ending on a positive note. This approach facilitates an open and honest discussion while maintaining a positive atmosphere throughout the interview.

**Questions adapted to the analysis** : Each question refers to a point from his/her personality analysis. Additionally, each question is accompanied by context that explains the specific point of the personality analysis it aims to explore, as well as the candidate's opinion on this point.

## Questions

- 1 - You prefer to work in a free environment with a lot of autonomy. You mentioned that you somewhat agree with this. Can you share a situation where you had to work in a highly autonomous environment and how you managed it?
- 2 - You like helping others and competing. You mentioned that you somewhat agree with this. Can you provide an example where you helped a team member and also competed within the team?
- 3 - You are able to handle urgency without immediately overheating. You mentioned that you somewhat agree with this. Can you describe a time when you had to manage a high-pressure situation and what steps you took to handle it?
- 4 - You are dynamic, enthusiastic, cheerful, and rarely stressed. You mentioned that you somewhat agree with this. Can you give an example of a project or task where your enthusiasm and cheerfulness positively impacted the outcome?
- 5 - You are spontaneous, obeying your first impulses and expressing yourself frankly. You mentioned that you somewhat agree with this. Can you share a situation where your spontaneity led to a positive outcome?
- 6 - You are rational, in accordance with reason, based on a good method. You mentioned that you somewhat agree with this. Can you describe a time when your rational approach helped solve a problem?
- 7 - You are good at crisis management. You mentioned that you are neutral about this. Can you share a time when you managed a crisis situation effectively?
- 8 - You have a practical mind, focusing on voluntary activities aimed at concrete results. You mentioned that you somewhat agree with this. Can you provide an example of a practical project you led to successful completion?
- 9 - You are flexible, adapting easily to circumstances. You mentioned that you somewhat agree with this. Can you describe a situation where you had to adapt quickly to a change and how you handled it?
- 10 - You are focused, knowing how to prioritize. You mentioned that you are neutral about this. Can you give an example of a time when you had to prioritize tasks and how you managed it?

## Questions (continued)

11 - You are private and reserved, keeping your personal affairs to yourself and often preferring silence to chatter. You mentioned that you are neutral about this. Can you share a situation where your reserved nature helped or hindered a professional situation?

12 - You prefer not to work in a highly structured work environment. You mentioned that you are neutral about this. How do your colleagues or supervisors perceive your preference for a less structured environment?

13 - You tend to need last-minute pressure to get going. You mentioned that you somewhat agree with this. How do your close friends or family see your tendency to perform better under pressure?

14 - You are creative, very imaginative when it comes to practical things, mechanics, and craftsmanship. You mentioned that you rather disagree with this. How do your peers or supervisors view your creativity in practical tasks?

15 - You like the risk a little too much, having difficulty understanding other people's emotions, a short-term focus, and easy boredom can lead to pushing boundaries easily. You mentioned that you rather disagree with this. How do your colleagues perceive your approach to risk and boundaries?

16 - You are ingenious, having an inventive spirit. You mentioned that you rather disagree with this. How do your friends or colleagues describe your inventive capabilities?

17 - You are insensitive, using logic as a motor. You mentioned that you strongly disagree with this. How do your close friends or family perceive your emotional sensitivity?

18 - You are stubborn, able to ignore others when they have an idea in mind with little apology or sensitivity. You mentioned that you somewhat agree with this. Can you provide an example where your stubbornness helped or hindered a project?

19 - You are easily bored, needing constant excitement and having a tendency to risky behavior. You mentioned that you are neutral about this. Can you share a situation where your need for excitement influenced your actions?

20 - You have no commitment, preferring to take things day by day. You mentioned that you somewhat agree with this. Can you describe a time when your preference for short-term commitments impacted a long-term project?