



Behavioral Interviewing Questions

GOAL SETTING:

Develops and communicates goals that are specific, measurable, attainable, results-oriented, and time-oriented.

1. Are you familiar with the “SMART” technique? If so, what does it stand for? In your opinion, which of the elements are most important in goal setting?
2. Describe a situation where you just were not able to meet a goal. Why? What was the business impact?
3. How do you use goal setting in your professional work?
4. How do you measure the degree of success regarding your goal accomplishments?
5. What are valid reasons for an employee to not meet a goal?
6. How do you set goals for your staff?