



Behavioral Interviewing Questions

HIRING AND STAFFING:

Recognizes staffing needs, identifies qualifications/criteria, and hires for job and cultural fit.

1. Describe your approach to hiring staff. What elements comprise this process?
2. What behavioral interviewing elements do you incorporate?
3. Walk me through your process to determine the required skill set for a new position.
4. What staffing metrics do you use to measure success? Why were these chosen as significant?
5. When training staff or managers on hiring, what do you emphasize?

Regarding Talent Management:

6. How is talent management used in your organization?
7. How have you shaped or designed the organization in response to talent issues? Where is your current employer in addressing these types of issues?
8. What policies and practices have you put in place to help structure the talent aspects of the organization?

