



# Behavioral Interviewing Questions

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## ORGANIZATIONAL SYSTEMS:

**Knows how to get things done through the use of organizational processes—both formal and informal. Positively influences when change is necessary. Exhibits political savvy.**

1. Describe a time you came up with a process or procedure to solve a problem.
2. Have you ever changed your plan midstream because something wasn't working?
3. In your current role, what processes do you have in place and how do they affect the way you get things done?
4. Describe a past event in which you helped to facilitate change in your organization.
5. What is your experience with process improvement and/or standardization?

