

Behavioral Interviewing Questions		
Skills Set and Behavior	Question	Notes
Open Minded	<p>Tell me about a time when you were working with a group of teachers that had significantly different viewpoints on a situation.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • How did you navigate through this situation to move forward? • How would your approach be different with students? 	
Adaptable	<p>Explain strategies you have used to help a student modify his/her behavior when working through a discipline issue.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • How do the strategies you have described apply to adults? 	
Strategic	<p>Describe how, in previous roles, you have developed and implemented policy.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • How do you define success with regard to policy development and implementation? • Was the implementation successful in the example(s) you provided? • What remedial action would you take if a policy wasn't proving to be effective? 	
Assertive	<p>Describe a time when it has been challenging to implement a specific change.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • How did you assert yourself? • What would you do if you were still meeting significant resistance? 	
Resilient	<p>Your role will include staff support and guidance. As we embrace change, there is the potential for some staff members to become frustrated or fearful and react personally. Talk to me about how you would cope with potentially being the focus of this frustration and fear.</p>	

Empathetic	<p>Tell me about a time when you had to motivate, inspire, and lead others towards success.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • When faculty and staff have been reluctant to move forward, how have you created buy-in from various support staff? 	
Confident	<p>Will be determined by answers from how they deliver and content of the answers.</p>	
Collaborative	<p>Talk me through a time when you have had to work collaboratively to ensure success.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • Describe your ideal collaborative partner. 	
Logical and Analytical	<p>Describe how you have planned out a complex project.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • Explain how the planning supported the original vision of the task. 	
Candid	<p>Tell me about a time you had to provide feedback that was challenging for the recipient.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • How did you ensure there was a positive outcome? 	
Flexible	<p>Tell me about a time when you were given new information that affected a decision that you had already made.</p> <p>Follow up:</p> <ul style="list-style-type: none"> • How did you adapt to incorporate this information? 	
Happiness of Others	<p>Tell me about at time that you prioritized teacher happiness above the general management of the school.</p>	