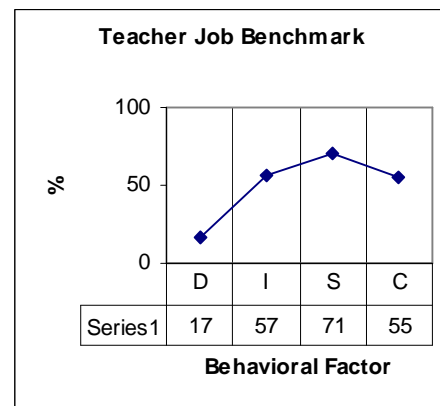


DISC Job Benchmark Behavioral Talents Interview Question Worksheet



Please review the behavioral-based job role description and ask your candidate the interview questions listed below. Score each candidate's answer based on 1-poor to 4-excellent considering the knowledge, skills, action and results included in the answer. Add-up the ratings to determine the candidate's overall potential to perform these behavioral talents on-the-job.

Job Role: **TEACHER**

*Adabted from TTI FitTM Job Report, Copyright © 2003-2008. Target Training International, Ltd.

*The behavioral talents needed in the teaching role include a service orientation, organized workplace and frequent interaction with others. The teacher must have and demonstrate a belief in his/her students. The job demands the ability to work with a diverse student base and utilize listening skills to fully understand the unique needs of all students. Systems and procedures must be used to ensure consistency. Teachers must have the ability to organize multiple activities, develop and use solid lesson plans as well maintain accurate data. Planning and record keeping are essential to job success. Teaching requires the ability to deal comfortably with interruptions and maintain a friendly interface with colleagues and parents.

Interview Questions

Rating

- | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|---|
| 1. Is it more important to be liked, trusted or respected by your students? Why? What about other staff members? | 1 | 2 | 3 | 4 |
| 2. Talk about a specific situation when you were able to identify a unique student need through your interaction with the student and how you were able to meet that need. | 1 | 2 | 3 | 4 |
| 3. Discuss how you organize your classroom activities. | 1 | 2 | 3 | 4 |
| 4. When has a lesson not gone according to plan? What did you learn from this experience? | 1 | 2 | 3 | 4 |
| 5. Describe the most difficult student, colleague and parent that you have had to work with. How did you handle these situations? | 1 | 2 | 3 | 4 |

Total:

High Potential (20-17) Moderate Potential (16-13) Low Potential (12-5)

Comments/Notes