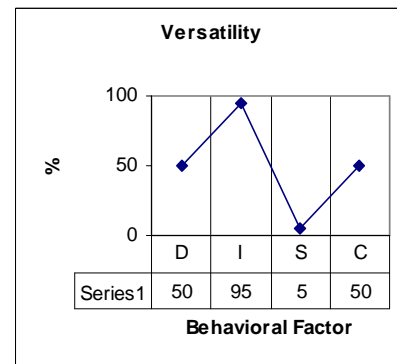


DISC Behavioral Hierarchy

Interview Question Worksheet

Please review the competency definition 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 this competency on-the-job.



Competency: **Versatility**

*The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

Interview Questions

Rating

- | | | | | |
|--|---|---|---|---|
| 1. On a scale of one to four, one being impatient and four being very patient, how would you rate yourself? Describe how you have worked with others who worked at a different pace from yourself. | 1 | 2 | 3 | 4 |
| 2. Discuss how you have used a variety of your talents/strengths to successfully achieve a specific goal. | 1 | 2 | 3 | 4 |
| 3. What assignment (project/task) were you given that presented the biggest challenge to you with regards to adapting your skills/approach in order to be successful? | 1 | 2 | 3 | 4 |
| 4. When has your "strong-will" been a barrier to success? | 1 | 2 | 3 | 4 |
| 5. How have you contributed to and/or helped create an optimistic work environment? | 1 | 2 | 3 | 4 |

Total:

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

Comments/Notes