

Individual traits and qualities

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Examine key aspects of the candidate's personality and the character traits necessary for performing the role

Areas to assess: Commitment.

Question – If you had to choose between a work-related commitment where you were needed on an important holiday to cover a staff shortage, or a family emergency that required you to leave work immediately for that day, what would you choose and why?

Notes:

This was a challenging situational question, and I was pleased with the candidate's response. The candidate not only answered favourably, which is one of the things we are looking for, but more importantly, by providing a strong and introspective rationale, it was an answer that came across as an honest one too.