

## Candidate Alignment

### Organisational Fit

Here you will assess the candidate's character and values, using this to determine how good an overall 'fit' the candidate would be for the role and the organisation as a whole

#### **Area to assess: Conflict mitigation.**

Question - Can you give me an example of a time when you had a disagreement with a colleague, how did you resolve this?

Notes:

Candidate provided a very impressive and convincing answer with an excellent structure using the S.T.A.R response. While more emphasis on emotional outlook would have enhanced this answer, there was nevertheless a clear outline of the situation and of the actions that were taken to mitigate conflict here.