

Potential Interview Questions to Help Identify the “Ideal Team Player”

During the 2019 New CED Training, County Extension Directors learned about the characteristics of The Ideal Team Player (<https://tablegroup.com/books/ideal-team-player>): **Humble, Hungry** and **Smart**. With the help of Nikki Kurdys and the behavioral-based interview questions she shared with the CEDs, Extension Organizational Development offers the following as potential interview questions to help CEDs identify the **Humble, Hungry** and **Smart** characteristics in their job candidates. In addition, CEDs can look at Patrick Lencioni’s website (author of *The Ideal Team Player*) to view other potential interview questions:

[https://tablegroup.com/imo/media/doc/IdealTeamPlayerINTERVIEWQUESTIONS\(11\)singlepages.pdf](https://tablegroup.com/imo/media/doc/IdealTeamPlayerINTERVIEWQUESTIONS(11)singlepages.pdf)

Please keep in mind this is not an exhaustive list, one does not need to ask all of these questions of the job candidate, and additional interview questions need to be asked as well regarding technical skills, etc. Also, we should always avoid asking any personal questions or questions that are not associated with the job (i.e., questions regarding race, family, religion, personal choices, politics, etc.)

Questions from Behavioral-Based Sample Interview Questions Nikki Kurdys Shared:

HUMBLE:

- Discuss a time when your integrity was challenged. How did you handle it?
- Have you worked as a member of teams in the past? Describe the situation for me.
- Give me an example of how you have worked effectively with people to accomplish an important result.
- Tell me about a team project of which you are particularly proud.
- Give me an example of a time you made a sacrifice to improve yourself.
- Tell me about an objective in your last job that you failed to meet and why.
- Give me an example of a mistake you made. What did you learn from your mistake?

HUNGRY:

- What has been the most difficult project you have ever had to complete?
- Tell me about a situation in which you had to go above and beyond the call of duty in order to get a job done.
- What motivates you to put forth your greatest effort?
- Give me an example of when you have had to work under pressure. What was the circumstance and how did you deal with it to accomplish your goals?
- In which areas do you feel you would like to develop?
- Have you taken any steps in the past year to improve your skills or performance?
- What challenges are you looking for in a position?
- What motivates you most?

SMART:

- Tell me about a difficult or sensitive situation that required careful communication.
- We have all dealt with difficult customers. Describe a situation where a customer tested your patience. How did you react?
- Describe a situation where you had to work with a difficult person. How was the person difficult and how did you handle it?
- Give an example of when you had to resolve a conflict with a co-worker or client. How did you resolve it?
- Tell me about the best boss you ever had. Now tell me about the worst boss you ever had. What made it tough to work for him or her?
- Give me an example of a time when you were criticized. How did you deal with it?
- Tell me about a time you had to work on a project that did not work out the way it should have. What did you do?