

Values based interview questions

Collaborative

Can you provide a detailed account of a time when you had to work closely with a team to achieve a common goal?

Can you elaborate on a situation where you had to collaborate with a colleague who had a different working style from yours?

What strategies do you employ to handle conflicts within a team?

Can you describe in detail a project where you had to rely on input from multiple team members?

Can you provide a comprehensive example of how you have built strong working relationships with your colleagues?

Can you elaborate on a time when you had to coordinate with other departments to complete a project?

What strategies do you employ to ensure effective communication within a team?

Can you describe in detail a situation where you had to compromise to achieve a team objective?

Can you provide an in-depth example of how you have supported a team member in their role?

Can you elaborate on a time when you had to work with a team to solve a problem?

Innovative

Can you provide a detailed account of a time when you came up with a creative solution to a problem?

Can you elaborate on a project where you had to think outside the box to achieve success?

What strategies do you employ to stay current with industry trends and incorporate new ideas into your work?

Can you describe in detail a situation where you had to challenge the status quo to improve a process?

Can you provide a comprehensive example of how you have implemented a new idea or innovation in your role?

Can you elaborate on a time when you had to adapt to a significant change at work?

What strategies do you employ to approach problem-solving when faced with a complex issue?

Can you describe in detail a project where you had to use your creativity to overcome obstacles?

Can you provide an in-depth example of how you have encouraged innovation within your team?

Can you elaborate on a time when you had to learn a new skill or technology to complete a task?

Empowered

Can you provide a detailed account of a time when you took initiative to improve a process or project?

Can you elaborate on a situation where you had to make a difficult decision on your own?

What strategies do you employ to handle situations where you have to take on additional responsibilities?

Can you describe in detail a time when you had to advocate for a change or improvement in your workplace?

Can you provide a comprehensive example of how you have empowered others to achieve their goals?

Can you elaborate on a time when you had to take ownership of a project from start to finish?

What strategies do you employ to stay motivated and focused when working independently?

Can you describe in detail a situation where you had to take the lead on a project or task?

Can you provide an in-depth example of how you have demonstrated confidence in your abilities?

Can you elaborate on a time when you had to overcome a significant challenge on your own?

Accountable

Can you provide a detailed account of a time when you had to take responsibility for a mistake you made?

Can you elaborate on a situation where you had to ensure that a project was completed on time and within budget?

What strategies do you employ to prioritise your tasks to ensure that you meet deadlines?

Can you describe in detail a time when you had to hold yourself accountable for achieving a specific goal?

Can you provide a comprehensive example of how you have demonstrated reliability in your role?

Can you elaborate on a time when you had to provide feedback to a colleague about their performance?

What strategies do you employ to ensure that you maintain high standards of quality in your work?

Can you describe in detail a situation where you had to take corrective action to address an issue?

Can you provide an in-depth example of how you have tracked and measured your performance?

Can you elaborate on a time when you had to explain the results of a project to stakeholders?