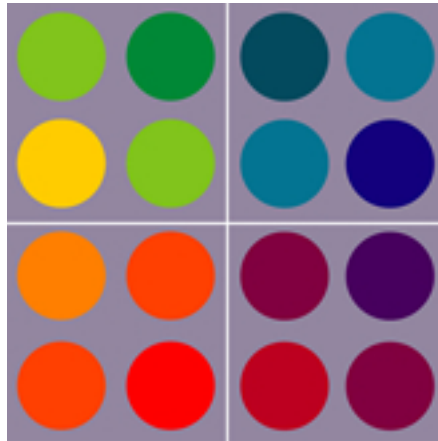


Facet Audition

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Company: Johnston Penno Limited



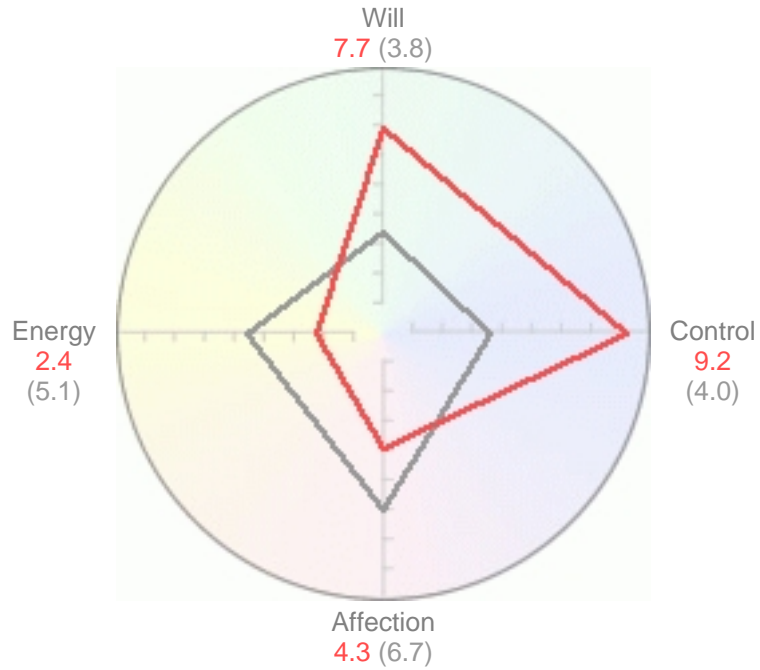
johnston
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Audition

This guide provides a structure for an interview for a **F5 Launch demo** role within **Johnston Penno Limited**. It is based on research carried out within **Johnston Penno Limited** and should not be used for other purposes.

(The ideal profile for this role is shown in grey)



Convergence Chart



Ideal candidates are more flexible. They listen to others and are willing to change views.

Facet Says:

**Can be stubborn.
Look for examples
of flexibility and
compromise.**

Behavioural Questions

Tell me about a time when you've had to stick to your view. What was the situation? What did you do? What was the result?

Tell me about a time when you needed to get other people to take action. What was the situation? What did you do? What happened?

Tell me about a time when you felt you had to take charge. What was the situation? What did you do? What was the result?

Situational Questions

If someone has a strong view what's the best way to convince them?

How would you go about getting people started on a new initiative?

How would you go about getting people to do something you felt was important?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Too determined to stick to their views
Quick to tell others what to do
Hard to convince

Too easily swayed by arguments
Too willing to fit in with other people
Unwilling to take quick decisions

Ideal candidates are more accommodating They listen and do not get drawn into arguments.

Facet Says:

Much more assertive than most. Look for examples of having held back and considered the information before acting.

Behavioural Questions

Tell me about a time when you needed to confront someone. What was the situation? What did you do? What was the result?

Tell me about a time when you were challenged strongly by someone. What was the situation? What did you do? What was the result?

Tell me about a time when you had to have an open argument. What was the situation? What did you do? What was the result?

Situational Questions

What is the best way to confront someone over an issue at work.

If someone challenges you over an issue, how do you defend yourself?

Do open arguments serve a purpose at work or do you feel is there always a better way of solving a problem.

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

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Reacts and confronts issues without reflection
Over-reacts to a challenge
Argumentative

Unwilling to face issues
Avoids issues, hoping they will get better
Too quick to give in to an argument

Ideal candidates prefer to work with others who can provide support and guidance when necessary.

Facet Says:

Goes own way - is there evidence of consulting with and adapting to others?

Behavioural Questions

Tell me about a time when a group you worked with had to make a decision. What was the situation? What did you do? What was the result?

Tell me about a time when you were faced with a problem to solve. What was the situation? What did you do? What was the result?

Tell me about a time when you needed people to help you. What was the situation? What did you do? What was the result?

Situational Questions

If a group of people need to make a decision, how do you feel they should go about doing it?

If you had a problem to solve at work, how would you go about it?

When at work do you feel you work better when you consult others or when you follow your own initiative?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

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Stubbornly independent
Doesn't consult before committing
Goes own way

Always checks with others before acting
Too easily led by others'
Dependent

Ideal candidates are able to respond to new ideas with enthusiasm but do not get carried away by them.

Facet Says:

Doesn't show interest easily - examples of contributing to a team spirit?

Behavioural Questions

Tell me about new ideas that you have implemented at work. What were they? How did you discover them? What did you achieve?

Tell me about a time when you had to take a public role for your team? What happened? What did you do? How did you feel about it?

Tell me about a time when you saw a new opportunity which excited you. What was the situation? What did you do? What was the result?

Situational Questions

How do you feel new ideas should be introduced at work?

How would you feel if you were asked to take on a public role for your team?

When asked to introduce new ideas to your team, how would you go about it?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

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5

Low profile in a team
Calm and detached
Unenthusiastic

Enthusiastic and eager
Quick to get started on things
Impulsive

Ideal candidates are able to mix freely and establish good relationships with their team.

Facet Says:

Quietly friendly - evidence of welcoming others and involving them in the team?

Tell me about a time when you've been required to work for long periods on your own, without much team support?

How important is it to you that your work and private lives are kept separate?

Behavioural Questions

How easy is it for you to make contacts outside the group of people you know? How do you do it? How successful are you at making new contacts?

Situational Questions

How much involvement with each other should colleagues be expected to have outside of work?

Have you been instrumental in getting people together outside of work? What have you done? How did you do it?

How effective are you when asked to work alone.

Comment

Horizontal lines for writing a comment.

Interviewer's Rating				
1	2	3	4	5
Prefers to work alone Distant Uninvolved				Has difficulty working alone Distractible and distracting Needs contact

Ideal candidates work independently when required but are comfortable discussing issues with others and accepting their input.

Facet Says:

Work things through by self - do they involve others at all in their thinking?

Give me an example of where you have had to solve a problem at work. What was the issue? How did you go about it?

Behavioural Questions

Describe a time when input from others helped you make a better decision? What was the situation? What did you do? What was the result?

Do you prefer to bounce ideas off others or to try and sort it out yourself first? Give me an example of this happening?

Situational Questions

When problems arise at work is it better to discuss broadly or to take time to sort a thing out yourself?

Do you feel decisions are better made by a group discussion or by specialists in the field?

In your experience, when other people get involved in a problem, does this speed things up or just complicate the issue?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Keeps to own special area
Thinks before speaking
Poor at communicating their thoughts

Involves others when deciding
May need support of a team to get things done
Unable to work independently

Ideal candidates are people oriented and unselfish. They never forget the impact on people involved.

Facet Says:

Alert to commercial advantage. Is there evidence of considering people issues?

Tell me about a time when you identified a good business opportunity. What was the situation? What did you do? What was the result?

Can you give me an example of where your action has protected the organisation's commercial interests?

Tell me about a time when you had to make a tough decision about a team member. What was the situation? What did you do? What was the result?

Behavioural Questions

How do you go about finding good business opportunities

Are you better than most at turning a situation to your advantage?

How do you balance short and long term benefits in a business?

Situational Questions

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

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Protects own interests
Focuses on immediate gains
Self centred and opportunistic

Puts other people first
Always tries to help
Overly selfless

Ideal candidates show a balance between giving people the benefit of the doubt and checking to make sure.

Facet Says:

Expects people to sort themselves out - look for evidence of helping others.

Behavioural Questions

Tell me about a time when you had to be quite tough with someone. What was the situation? What did you do? What was the result?

Tell me about a time when you stepped in to help someone quickly. What was the situation? What did you do? What was the result?

Give me an example of where you have gone out of your way to help others? What was the situation? What did you do? What was the result?

Situational Questions

How should you decide when to forgive someone and when to be tough?

What would you do if you thought someone was trying to take advantage?

Do you find that you have to look through what people are saying to find out what they are really after?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

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4

5

Forgiving
Uncritical
Overly supportive

Tough
Can seem harsh
Unforgiving

Ideal candidates are trusting of others. They take people at face value.

Facet Says:

Wary of people's motives - look for willingness to give people benefit of the doubt.

Behavioural Questions

Can you give me an example of when someone tried to take advantage of you at work? What happened? What did you learn from this?

Give me an example of when you felt someone was not being open with you. What was the situation? What did you do? What was the result?

Tell me about a time when you were able to see through a person to what they were really like. What was the situation? What did you do? What was the result?

Situational Questions

Can you usually trust what people say in business?

Do you feel that most people will try to help if given the opportunity?

To what degree do you feel people look out for others in business?

Comment

Horizontal lines for writing a comment.

Interviewer's Rating

1

2

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5

Defensive
Suspicious
Wary

Unquestioning belief in people
Naive
Idealistic

Ideal candidates are less structured and process driven. They are flexible in their approach.

Facet Says:

**Very planned.
Look for coping
with lack of
structure or rules.**

Tell me about your daily routine. How do you plan? How does it help you?

Tell me about a situation when you followed a difficult task right through to the finish. What was the situation? What did you do? What was the result?

Describe how you set your work plan out. What steps do you go through? How do you implement it? Do you stick to it?

Behavioural Questions

Situational Questions

Do you prefer a very planned approach or to be more responsive and see what the day brings?

Are you better handling a few tasks right through to the finish or applying yourself to many things at once?

At work do you feel it is better to stick to a work plan or to take things as they come?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

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5

Measured and steady in work
Risk averse
Resistant to change

Creative but unstructured
Free thinking
Lacking discipline

Ideal candidates are flexible and free thinking. They adapt quickly and don't have strong views about how things should be done.

Facet Says:

Very exacting in their expectations of others. Do they tolerate different approaches?

Behavioural Questions

Tell me about a time when you had to take responsibility for others' actions. What was the situation? What did you do? What was the result?

Tell me about a time when you needed to convince others to stick firmly to the rules. What was the situation? What did you do? What was the result?

Tell me about a time when you had to enforce the company guidelines. What was the situation? What did you do? What was the result?

Situational Questions

To what degree do you think we should be responsible for others' actions at work?

How would you go about convincing people that they needed to stick to company rules?

Should company rules be strictly enforced or seen as broad guidelines and interpreted for each situation?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Duty bound
Always works to high standards
Intolerant

Challenges the status quo
Doesn't like being pinned down
Rebellious

Ideal candidates are alert and prepared for potential difficulties. They don't take things for granted.

Facet Says:

Very confident about self. Look for evidence of active self-improvement.

Behavioural Questions

Have you ever felt that you lacked a particular skill required for work? What was the skill? What did you do about it? What was the result?

Give an example of an event at work that was stressful for you. What was the situation? What did you do? What was the result?

What skills have you managed to improve while in your job? What motivated you to change? How do you know that you have improved?

Situational Questions

What skills do you think you need to develop to do your job better?

What things are likely to make you feel stressed at work?

If someone lacks confidence at work what is the best way of re-assuring them?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

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5

Relaxed
Comfortable with themselves
Overconfident

Anxious
Self-deprecating
Worrisome

Ideal candidates are more cautious and respond to issues as they arise. They feel personally accountable and display a sense of urgency.

Facet Says:

Optimistic and forward thinking. Has this always been realistic or have things sometimes turned out to be more serious than originally thought?

Behavioural Questions

When was the last time you felt really positive about something you had done at work. What was the situation? What did you do? What was the result?

Tell me about a time at work when you felt a real sense of urgency. What was the situation? What did you do? What was the result?

When have you had to weigh up risks very quickly and take a chance. What was the situation? What did you do? What was the result?

Situational Questions

How do you go about weighing up the risks associated with a course of action?

What would it take to make you feel you had really achieved "against the odds"?

How important is a sense of urgency at work?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

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5

Confident in own skills
Can seem complacent
Can lack a sense of urgency.

Easily discouraged
Pessimistic and uncertain
Avoids challenges

Notes: