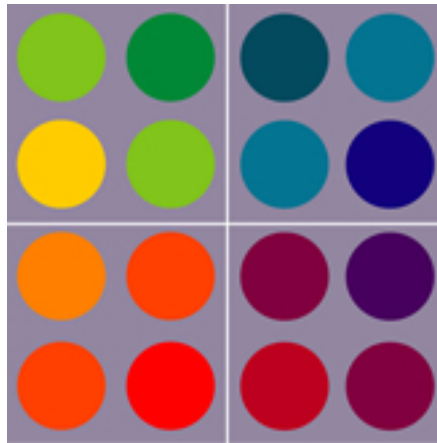


❖ Facet5 Audition - Interview Guide

Sarah Betts

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Company: Consulting Tools

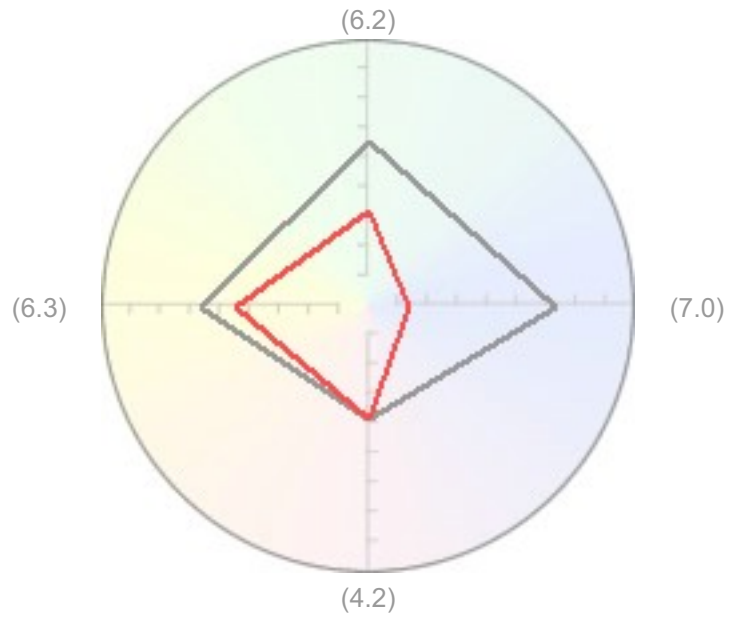


Audition

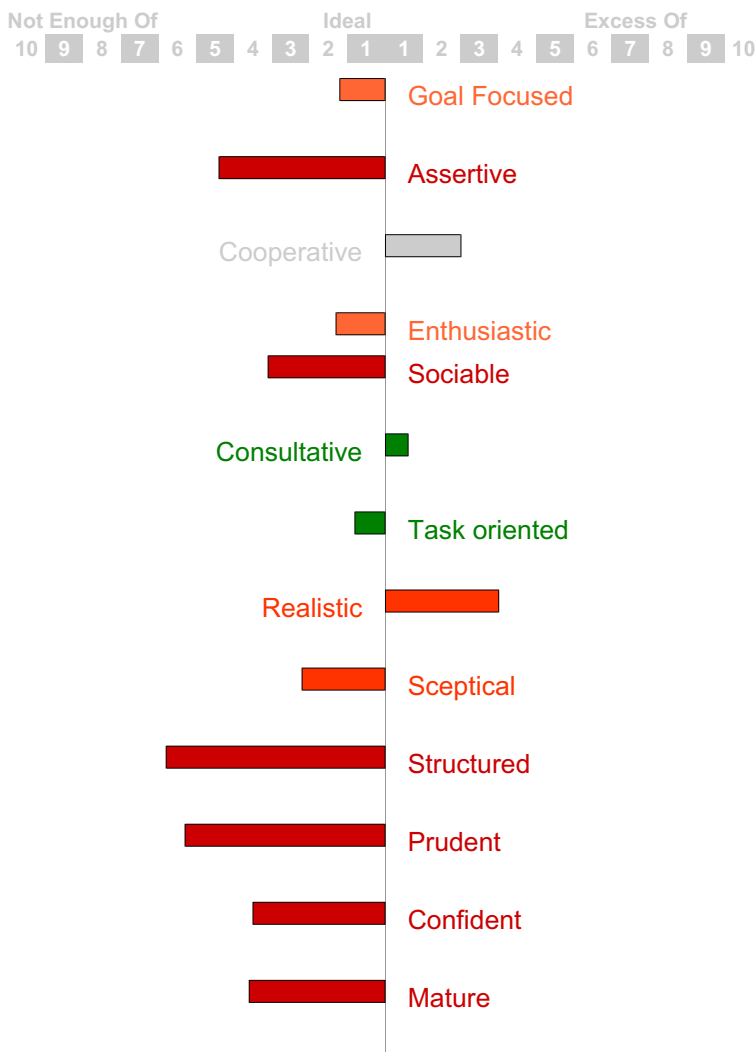
This guide provides a structure for an interview for a **Marketing Manager - New Indian Company** role within **Consulting Tools**. It is based on research carried out within **Consulting Tools** and should not be used for other purposes.

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

Closeness of fit: 37.0



Convergence Chart



Listens to others - look for examples of having persuaded others to see things a different way.

Avoids confrontation. Look for evidence of addressing issues.

Talks to others before deciding - look for own ideas being presented.

Takes time to warm up - can share team enthusiasm

Reserved and distant - look for evidence of working with a team.

Equally happy working alone or as part of a team. Needs some contact.

Maintains balance between task and people. Able to make pragmatic decisions.

Leaves people to sort themselves out - look for willingness to help.

Trusts what people say. Examples of where they have felt this was misplaced?

Creative and free thinking. Look for any evidence of planning ahead.

Permissive - look for evidence of recognising principles and standards.

Self critical and worrying. What have they managed to improve?

Negative and doubtful. Avoids difficult or new situations?

Ideal candidates are reasonably assertive. They do not allow issues to go unattended but are prepared to listen to others.

Facet Says:

Behavioural Questions

Avoids confrontation. Look for evidence of addressing issues.

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

2

3

4

5

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

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

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

Facet Says:

Reserved and distant - look for evidence of working with a team.

Behavioural Questions

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

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?

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

Situational Questions

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

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

How effective are you when asked to work alone.

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

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4

5

Prefers to work alone
Distant
Uninvolved

Has difficulty working alone
Distractible and distracting
Needs contact

Ideal candidates are more task oriented. They do not get deflected by people issues.

Facet Says:

Maintains balance between task and people. Able to make pragmatic decisions.

Behavioural Questions

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?

Situational 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?

Comment

Multiple horizontal lines for writing a comment.

Interviewer's Rating

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Puts other people first
Always tries to help
Overly selfless

Protects own interests
Focuses on immediate gains
Self centred and opportunistic

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

Facet Says:

Leaves people to sort themselves out - look for willingness to help.

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

3

4

5

Forgiving
Uncritical
Overly supportive

Tough
Can seem harsh
Unforgiving

Ideal candidates are more questioning and sceptical. They probe and need to be convinced.

Facet Says:

Trusts what people say. Examples of where they have felt this was misplaced?

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?

Behavioural Questions

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

Multiple horizontal lines for writing a comment.

Interviewer's Rating

1

2

3

4

5

Unquestioning belief in people
Naive
Idealistic

Defensive
Suspicious
Wary

Ideal candidates are more structured and logical in their approach to work.

Facet Says:

Creative and free thinking. Look for any evidence of planning ahead.

Behavioural Questions

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?

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

2

3

4

5

Creative but unstructured
Free thinking
Lacking discipline

Measured and steady in work
Risk averse
Resistant to change

Ideal candidates are more optimistic and resilient. They do not take things personally.

Facet Says:

Negative and doubtful. Avoids difficult or new situations?

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?

Behavioural Questions

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

3

4

5

Easily discouraged
Pessimistic and uncertain
Avoids challenges

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

Notes