

## Big 5 Interview Questions

### Teachable

- Tell me about a time someone criticized your work. How did you respond and what did you learn?
- Tell me about a time you had a conflict with your supervisor. How did you resolve it?
- Describe a stressful situation at work and how did you handle it?
- Describe a set back you have had at work and how did you handle it?

### Called

- What is your own personal purpose in pursuing the professional life you've chosen?
- Do you feel called to Ministry?
- Describe the culture of Bayside
- Describe the vision of Bayside
- How do you feel your personal culture will match Bayside's culture?
- Where do you see Bayside in 15 years?

### Positive attitude

- Do you think most people want to do a good job?
- If so, Do you think that most people will make every effort to do a good job, if trusted to do a good job?
- Describe a time you faced a dilemma at work. How did you deal with it and what was the result?
- How do you respond when your leader asks you to do something you do not agree with?
- If a member called to complain about the church service or vision, how would you handle it?

### Hungry

- Tell me about a time your idea improved the company in some way. How did you make sure it was implemented?
- Tell me about a time you struggled with work-life balance. Did you manage to solve the problem? How did you do it?
- Tell me about a time you took the lead in a team project. What was the outcome of the project?

### Others focused

- How do you monitor the performance of individual team members?
- In what specific ways do you motivate your team?
- How do you make decisions about the compensation of team members?
- How would you describe your leadership style?
- How would you resolve a dispute between two colleagues?
- Would you rather be thought of as a Manager or Team Member?
- What is your attitude and philosophy regarding your responsibility for your employees whole life not just their professional life? In other words, should you have concern for an employee's health and well-being outside of the workplace? What about a concern for the health and well-being of the employee's family?
- What do you find are the most difficult decisions to make?
- What are the qualities or characteristics you admire most, or you think are most important in a leader, manager or team?

### Other Thoughts

- If you could create the perfect utopian workplace how would it look? How would people relate to one another, how would people be recognized and rewarded, how would power be expressed?
- If you could write your own epitaph something to appear in your Tombstone what would it say about you as a person and as a manger