



**ZERORISK**  
Hiring System

## Principal Interview Guide

Willis Sample

Position: Unknown

*The profile reliability score is very high, which indicates that the results are highly reliable.*



**This candidate is showing to be Medium risk**

WARNING! You should not use this or any other test or profile as the sole basis for making a hiring decision (unless you have completed a validation study for the particular position in your company and the results are statistically significant). Consider all relevant factors regarding an applicant's qualifications, such as but not limited to prior work experience, education, special skills, and training.

**ZERORISK** HR, Inc.<sup>®</sup>

# Candidate Interview Guide for Willis Sample

## Principal Interview Guide

This Interview Guide is designed to help you do a more accurate and thorough interview of the candidate. The INSIDE Benchmark Range indicates that the profile score falls within the desired range for success, and the OUTSIDE Benchmark Range indicates that the profile score does not fall within the general range for success. Be careful that you DO NOT USE this report as the sole basis for deciding to hire or not to hire this candidate.

### **Intuition and Empathy**

#### **(INSIDE Benchmark Range)**

**BEHAVIOR SUMMARY:** Candidate is very clear in reading and relating to people; will enjoy interacting with and helping others achieve. Candidate will be good building positive relationships with students, parents and coworkers.

**LISTEN FOR:** The candidate's ability to enjoy working with and interacting with students and parents. Listen for the candidate having exhibited excellent relationship building skills as the way they conduct themselves. Make sure they are also able to have the difficult conversation that helps the student know what he / she needs to do to raise their level of performance.

#### **INTERVIEW QUESTIONS:**

1. "Give me an example of a project when you led the team. What was your role?"

Follow up questions: "What did you like best about leading the team? What did you like least? Why?"

2. "Give me an example of how you work with a staff member who consistently does not want to meet the stated expectations."

Follow up questions: "How did you help this person see why he or she should work to meet the expectations? What was the outcome?"

3. "Can you tell me about

4. "Describe the behaviors ."

5. "Tell me about a time when you

CHECK  Excellent Response  Adequate Response  Insufficient/Inadequate Response

## Results Orientation and Decisiveness

### ⊗ (OUTSIDE Benchmark Range)

BEHAVIOR SUMMARY: Pretty clear practical thinker who may prove to have good attention to detail and want to develop and work within organizational processes.

LISTEN FOR: Confirm that this candidate has consistently followed organizational processes and has established processes when required.

#### INTERVIEW QUESTIONS:

1. "Principals must often make a judgement call quickly. Tell us about a decision you had to make in a short period of time."

Follow up questions: "What decision did you make and why? How quickly did you make the decision? What was the outcome?"

2. "Tell us about a time where you had to

3. "Give us another example of leading a team.

4. "Describe a time where you

5. "Tell us about a choice between f

CHECK  Excellent Response  Adequate Response  Insufficient/Inadequate Response