



Teacher Interview Guide

Michelle Sample

Position: Teacher

This report is based on the candidate's answers on the ZERORISK Hiring System Profile. The profile reliability score is very high, which indicates that the results are highly reliable.

⊗ **This candidate is showing to be High Risk**

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Candidate Interview Guide for Michelle Sample

Teacher 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

(OUTSIDE Benchmark Range)

BEHAVIOR SUMMARY: Candidate is pretty clear in reading and relating to people. Can develop rapport with students and parents, but may be limited when under stress. Candidate will most likely have more of a business focused communication style rather than one of connecting personally at a deep level.

INTERVIEW QUESTIONS:

1. “Can you think of a time when you received positive feedback about a student and/or parent interaction you have had? Tell me about the situation, what you did and the outcome.”
2. “Can you tell me about a situation in which you made an extra effort to help a student increase their level of performance?”

LISTEN FOR: Does this candidate response indicate that he / she has been able to communicate with students and parents effectively on an individual basis and has not been too direct and/or blunt.

CHECK Excellent Response Adequate Response Insufficient / Inadequate Response

Results Orientation and Decisiveness

(INSIDE 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.

INTERVIEW QUESTIONS:

1. “Please tell me about a time when you had to make a judgment call on how to handle a work situation where there was no guideline and quick thinking was required.”

Follow up question: “What was the situation, how did you handle it, and what was the outcome?”

2. “Can you give me an example of a situation where there was no process established and you were required to create one?”

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

CHECK Excellent Response Adequate Response Insufficient / Inadequate Response

Adherence and Organization

⊗ (OUTSIDE Benchmark Range)

BEHAVIOR SUMMARY: Can be cautious or skeptical about processes or rules that they don't believe in; may easily rationalize going against rules or outside the boundaries of established processes if they feel the rules or process limit results; could fight against order, structure, and district policies and procedures.

INTERVIEW QUESTIONS:

1. "Please give me an example of how you handled a situation where your principal and/or a coworker cited a district policy that was to be followed that you didn't necessarily agree with."

Follow up question: "What did you do? What was the outcome?"

2. "Give me an example of a creative solution to a problem you've encountered in your work recently that you're proud of."

LISTEN FOR: Probe to find out if this individual prefers to not have many rules, policies and procedures imposed upon them. Also, make sure the references and background check come back positive in the area of meeting deadlines and working within policy and procedures.

CHECK Excellent Response Adequate Response Insufficient / Inadequate Response

Self View

⊗ (OUTSIDE Benchmark Range)

BEHAVIOR SUMMARY: Candidate is very sensitive on the inside. May take criticism as a personal affront. May avoid challenging opportunities and/or risks for fear of failure.

INTERVIEW QUESTIONS:

LISTEN FOR: Probe to find out if this person is overly sensitive to criticism and/or rejection. Listen for the extent that the candidate may have had problems exhibiting courage and taking risks when the situation calls for it. Determine whether they have the level of initiative needed in your school's culture.

CHECK Excellent Response Adequate Response Insufficient / Inadequate Response