

Interviewing Questions Using DISC And Motivators

DISC is the "Language of Observable Behavior" and tells us "**HOW**" and what behaviors a person will exhibit in their work environment and their Motivators tell us "**WHY**" they want to do the job and what drives them to take action. Using just two of TTI Atlanta's sciences greatly improves your chances of making a successful hire.



Start by defining the kind of person you're looking for to fill the position. Using an internal unbiased created "Job Benchmark" of the position is your best option, but at the very least you need to sketch out the ideal behavior, motivator traits and qualifications of the person you feel would be the best fit for the job. Make sure you ask questions that target the major characteristics of all four of the primary DISC Behaviors and the six Motivators. Observe their body language, tone of voice, pace of speech and the

way they answer questions.

- 1) Can you tell me about your goals for the future? What steps have you taken to achieve them?
- 2) What are your strengths when working with others?
- 3) Are there types of people you don't get along with? Can you give me an example of a situation when you've worked with a difficult person? What did you do to resolve your differences?
- 4) When working on a team, what role do you feel most comfortable with? Why? What was your most recent team experience like?
- 5) How would you describe your relationship with coworkers in your previous job?
- 6) If you were in a situation where you needed to gain consensus, how would you influence other people to adopt your perspective?
- 7) How comfortable are you with meeting tight deadlines? What steps do you typically take to make sure you meet deadlines?
- 8) Have you ever been independently in charge of a project? What steps did you take to make sure you could complete it successfully on your own?
- 9) Provide an example of when you've risen to meet a challenge when the odds were against you?
- 10) How do you handle stress or pressure?
- 11) How do you define success?
- 12) How do you respond to situations where feeling you haven't been given clear guidelines or don't have enough information to finish a project?
- 13) What's your communication style like? What way do you prefer to communicate with others?
- 14) What is your greatest strength? Where does it come in most handy?
- 15) What is your greatest weakness? What do you do to overcome it?

Make sure that the questions you ultimately choose are used consistently for each candidate interviewed or you could find yourself in violation of EEOC hiring practices.