

# INTERVIEW QUESTIONS

from The Ideal Team Player, by Patrick Lencioni



## HUMILITY

- “Tell me about the most important accomplishments of your career?”
- “What was the most embarrassing moment in your career? Or the biggest failure?”
- “How did you handle that embarrassment or failure?”
- “What is your greatest weakness?”
- “How do you handle apologies, either giving or accepting them?”
- “Tell me about someone who is better than you in an area that really matters to you.”

## HUNGRY

- “What is the hardest you’ve ever worked on something in your life?”
- “What do you like to do when you’re not working?”
- “Did you work hard when you were a teenager?”
- “What kinds of hours do you generally work?”

## SMART

- “How would you describe your personality?”
- “What do you do that others in your personal life might find annoying?”
- “What kind of people annoy you the most, and how do you deal with them?”
- “Would your former colleagues describe you as an empathic person?”
- “Can you give me an example of how you’ve demonstrated empathy to a teammate?”