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?”