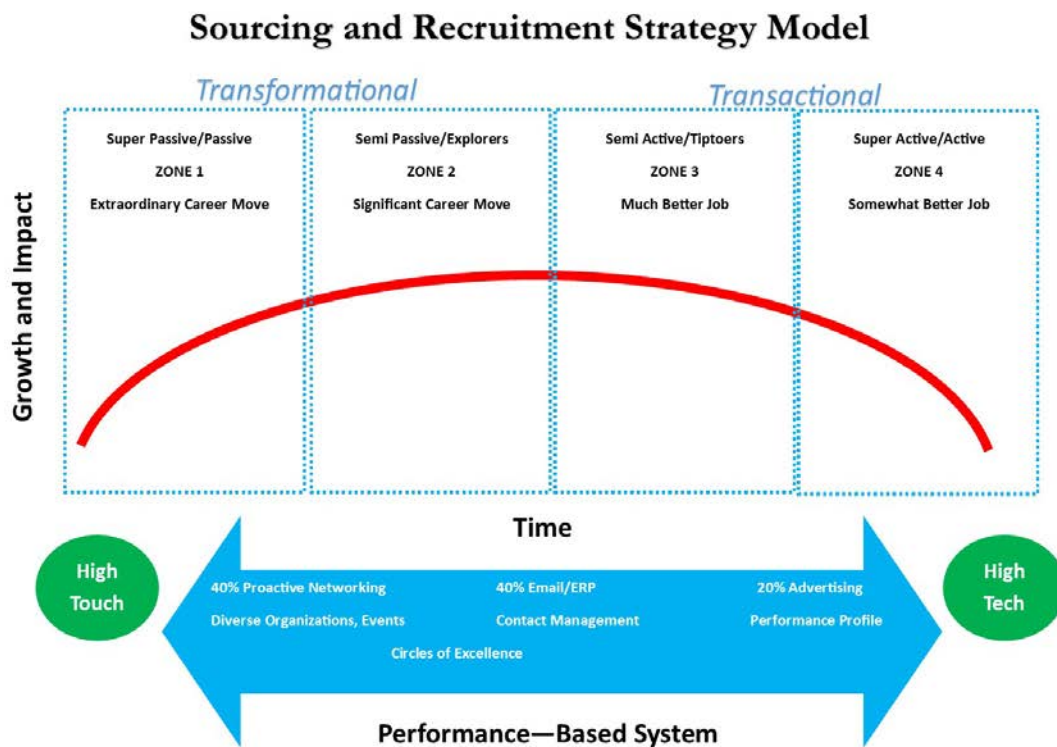


Motivation Indicator Interview Questions

Determining which Recruiting Zone candidates are currently in can be very helpful in identifying a candidate's motivation. Typically, transformational candidates are in Zones 1 and 2. They are seeking strategic career moves and may have an identifiable and targeted passion for what they do. They will be interested in opportunities that will expand their skill set, expose them to new levels of leadership and evolutionary career progression toward a known goal. Transactional candidates may settle in Zones 3 and 4 and may only be seeking increased pay or title with no clear or discernable reason why "this job" that is supported by their work history, outside activities or educational attainment goals. Both should admit failure at some level, but transformational candidates will welcome lessons from failure, recover quickly and continue on a clear path toward their stated career goal. Transactional candidates may not see the usefulness of failure as learning tool and may not have "recovered" from it.



Source: Adler, 2007; Hendricks, 2009; Samuel & Moen, 2011; Gladwell, 2008; Freeman, 2010.

Sample Motivation Questions

- ◆ Give me an example of a time when you went above and beyond the call of duty.
- ◆ Give me an example of an important goal which you had set in the past and tell me about your success in reaching it.
- ◆ Describe your three greatest accomplishments to date.
- ◆ Describe a situation when you were able to have a positive influence on the action of others.