
LEARNING AGILITY

Behavioral Question:

Tell me about a time when you had to learn a completely new skill or system quickly.
How did you approach it? What was the outcome?

Evaluation Criteria

Good: Learned independently, applied it successfully, and adapted approach when needed.

Mediocre: Learned with some help, applied it adequately.

Poor: Struggled to learn or apply the new skill.

Notes:

Situational Question:

Imagine your team adopts a new software tool tomorrow.
How would you go about learning it to become productive as soon as possible?

Evaluation Criteria

Good: Creates a structured learning plan, seeks help proactively, applies knowledge efficiently.

Mediocre: Understands need to learn, but plan is vague or partially dependent on others.

Poor: Uncertain how to approach learning or expects someone else to do it for them.

Notes:

ADAPTABILITY

Behavioral Question:

Describe a time when your role or project changed unexpectedly. How did you adjust?
What obstacles or challenges did you encounter along the way?

Evaluation Criteria

Good: Quickly adjusts, prioritizes effectively, remains productive.

Mediocre: Adapts with some effort, minor impact on performance.

Poor: Resists change.

Notes:

Situational Question:

If your manager suddenly changes project priorities mid-week, how would you adjust your plan to keep the team on track?

Evaluation Criteria

Good: Quickly reassesses priorities, communicates effectively, maintains team performance.

Mediocre: Tries to adjust but needs guidance.

Poor: Struggles to reprioritize.

Notes:

RESILIENCE

Behavioral Question:

Tell me about a time you faced a major setback or obstacle at work.
How did you handle it?

Evaluation Criteria

Good: Remains calm, maintains focus, learns from setbacks.

Mediocre: Needs some time to recover after initial frustration.

Poor: Struggles to recover, becomes disengaged or unproductive.

Notes:

Situational Question:

Imagine a high-priority project you're leading fails a critical review.
What steps would you take to recover and move forward?

Evaluation Criteria

Good: Stays composed, identifies corrective actions, learns from experience, maintains momentum.

Mediocre: Frustrated, but recovers with guidance.

Poor: Struggles to respond or takes no clear action.

Notes:

CURIOSITY

Behavioral Question:

Describe a time you took initiative to learn something outside your usual responsibilities.
What motivated you?

Evaluation Criteria

Good: Actively sought out learning and applied new knowledge in a meaningful way.

Mediocre: Some effort to learn but limited follow through or application.

Poor: Shows little interest in learning.

Notes:

Situational Question:

Suppose you notice a recurring problem in your team's process that no one has addressed.
How would you explore solutions?

Evaluation Criteria

Good: Investigates problem thoroughly, asks questions, proposes actionable solutions, takes initiative to implement.

Mediocre: Identifies problem and explores options with some guidance.

Poor: Struggles to answer or raises the concern to someone else to act on.

Notes:



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