

Candidate:  
Position:  
Interviewer:

## INTERVIEW ARCHITECT® Express

Date of Interview: \_\_\_\_\_

### Dealing with Ambiguity (2)

Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.

**MAIN INTERVIEW QUESTION:** (Pick one.)

\* OK for Campus

- Tell me about a time when you had to act on something important before you had time to come up with a good answer or solution.\*
- Tell me about a time when you had more to do than you could possibly get done.

**SITUATION** (Record main points to describe situation.)

### LEARNING PROBES:

- A. **ACTIONS** How did you approach it? How did you do it? (Listen for specific action steps.)
- B. **THINKING** Explain your thinking - why you selected that approach. Why did you choose to do it that way? (Listen for rationale and consideration of alternatives.)
- C. **OUTCOME** What was the result? What was the impact?
- D. **LEARNINGS** What did you take away from that experience? (Listen for principles or rules of thumb.)
- E. **APPLICATION** Describe a time when you used those lessons in different situations.

### IDENTIFY THEMES FROM CANDIDATE'S RESPONSES: (Check all that you are hearing.)

#### NEGATIVE THEMES TO WATCH OUT FOR:

- Inflexible; doesn't make changes along the way
- High need for analysis and information before acting
- High need for structure and data
- Strong need to finish everything before moving on
- High need to stay in comfort zone

#### POSITIVE THEMES TO LOOK FOR:

- Gathers information and experiments
- Comfortable not having a complete picture before acting
- Willing to take chances; moves forward
- Flexible, adaptable; will shift gears
- Maintains calm in uncomfortable situations
- (Overuse) Takes action and makes decisions without enough data

### OVERALL COMPETENCY RATING: Where would you rate this person on this competency?

- |   |  |  |  |  |                                    |
|---|--|--|--|--|------------------------------------|
| <input type="checkbox"/> Clear <b>1</b> misses requirements | <input type="checkbox"/> Less than <b>2</b> requirements | <input type="checkbox"/> Meets <b>3</b> requirements | <input type="checkbox"/> Exceeds <b>4</b> requirements | <input type="checkbox"/> Far <b>5</b> exceeds requirements | <input type="checkbox"/> Overuses. |
|---|--|--|--|--|------------------------------------|

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Date of Interview: \_\_\_\_\_

### Boss Relationships (4)

Responds and relates well to bosses; would work harder for a good boss; is open to learning from bosses who are good coaches and who provide latitude; likes to learn from those who have been there before; easy to challenge and develop; is comfortably coachable.

**MAIN INTERVIEW QUESTION:** (Pick one.)

\* OK for Campus

- Describe a time when you helped a person with authority over you reach his or her goals.\*
- Tell me about a time when your ability to relate to a person with authority over you worked really well for you.\*

# Interview Architect Express Answers

**Christian G. Meyer**



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