

Personality Traits Interview Questions And Answers Guide.



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Personality Traits Job Interview Preparation Guide.

Question # 1

When has personal audacity improved your work performance?

Answer:-

Applicant's answer should show courage, a drive to push forward, and being committed to getting superior results.

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Question # 2

With reference to a recent teamwork project, what went smoothly and in what areas could the work performance have been improved?

Answer:-

Answer should show an understanding of the commitment necessary to build superior working relationships. Applicant should be able to coordinate the efforts of everyone and handle conflicts or obstacles that may arise.

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Question # 3

How do you cope when unexpected obstacles hinder your work?

Answer:-

Job seeker should display a persistent, positive attitude to problem solving and recognize that goals are achievable, even with obstacles. They should know that obstacles are a part of life.

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Question # 4

At certain times everyone has to work with a person where there is a serious clash of personalities. How do you handle a situation where there is mutual dislike?

Answer:-

Applicant should have a commitment to the company, understand the benefits of team work, understand how important their role is, and work towards completion of a project, despite personality clashes.

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Question # 5

Tell me about a situation where you had an experience that caused you to grow in an unexpected and new direction?

Answer:-

Applicant should demonstrate the ability to nurture life's experience and then apply the experience to other situations.

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Question # 6

What are your current career objectives and what steps will you take to achieve them?

Answer:-

Job seeker should have ambition and the sufficient drive to reach personal targets.

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Question # 7

What steps do you personally take when work tasks are falling behind schedule?

Answer:-

Job seeker should demonstrate a positive attitude and the ability to overcome obstacles in a personal and team effort.

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Question # 8

How would you handle daily stresses of working?

Answer:-

I feel that the main cause of my stress comes from feeling out of control or disorganized. I would try to set aside allocated time in the morning to organize my list, liaise with the MDT and set a list of goals that I need to achieve throughout the day. By identifying causes of stress I would hope that this would allow me to think of strategies to cope with these. One stress factor at a previous job was that I felt frustrated that I couldn't see the patients due to them being seen by nursing staff in the morning. I dealt with this by liaising with the nursing staff and asking when would it be a good time to see Mr. Jones. "Perhaps I could see him after he has had his wash, which would mean his pain killers would have a chance to work. Would this suit you."

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Question # 9

Which three words that best describe you?

Answer:-

Energetic, hardworking and flexible. I love being on the go and people often comment on my high energy levels. This can be my biggest weakness as I want to be involved with everything going on (such as Boardmasters/Special Olympics). At university this often left me tired because I wasn't getting enough rest however I have learnt to slow down and now have at least one free day a week to recover. I am extremely flexible and have no family ties or commitments which means I can fit around the team and I'm always happy to work children holidays to help out.

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Question # 10

Explain two of your weaknesses?

Answer:-

As mentioned before I feel one of my weaknesses is that I try to do too much which I have already addressed by setting aside one day a week as a complete break from physio (extra curricular). I also feel my lack of experience may be a weakness and for this reason try to expose myself to as many learning environments as possible and regularly attend CPD evenings, practice clinical scenarios with friends and volunteer at local sports clubs.

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Question # 11

When you have had to think on your feet? A stressful situation?

Answer:-

When mobilizing a gentleman for the first time post ACL surgery he began to feel unwell. As I began to bring the chair in he fainted and hit his head on the wall. At this point I called for help to the nurses station (unresponsive- 7pm at night). I administered the crash call (as protocol).

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Question # 12

When you worked in a good team?

Answer:-

I attended PSITCC a year ago which opened my eyes to a whole new level of team working. We were allocated into teams of 4 and took turns in leading moulages (clinical scenarios). I felt my strength was as a leader and I worked hard to give clear instructions to administered CPR and a defibrillator. This also involved a lot of scenarios where I was required to work under direction which I received positive feedback for.

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Question # 13

What you think makes a good physio?

Answer:-

I think a physio needs to have good assessment skills. If you can highlight a patient's problems and pain pathway of their symptoms you can target these specifically I feel you will be more likely to succeed in treatment. I also feel you need to be empathetic yet firm with treatment. My most successful treatments/increased compliance with exercises have been when I have explained the condition and the relevance of why you are asking the patient to do those exercises (so I guess also good communication skills).

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Question # 14

How your colleagues/housemates would describe you?

Answer:-

I would hope my friends describe me as outgoing, loyal and fun. They often say they are surprised at my adventures at the weekends which have involved volunteer physio for local sports teams and walking holidays in Wales. I enjoy being outside and being involved in outdoor activities. I do feel that I am loyal if a friend needs me and will often drop other activities to check they are ok.

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Question # 15

If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together?

Answer:-

For me, the most important thing about interviews is that the interviewee interviews us. I need to know they've done their homework, truly understand our company and the role... and really want it.

The candidate should have enough strategic vision to not only talk about how good the year has been but to answer with an eye towards that bigger-picture



understanding of the company--and why they want to be here.

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Question # 16

When have you been most satisfied in your life?

Answer:-

Except with entry-level candidates, I presume reasonable job skill and intellect. Plus I believe smart people with relevant experience adapt quickly and excel in new environments where the culture fits and inspires them.

So, I concentrate on character and how well theirs matches that of my organization.

This question opens the door for a different kind of conversation where I push to see the match between life in my company and what this person needs to be their best and better in my company than he or she could be anywhere else.

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Question # 17

Explain atleast one things that you not like to do?

Answer:-

We tend to assume people who have held a role enjoy all aspects of that role, but I've found that is seldom the case.

Getting an honest answer to the question requires persistence, though. I usually have to ask it a few times in different ways, but the answers are always worth the effort. For instance, I interviewed a sales candidate who said she didn't enjoy meeting new people.

My favorite was the finance candidate who told me he hated dealing with mundane details and checking his work. Next!

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Question # 18

Described any accomplishment or project that you consider to be the most significant in your career?

Answer:-

I find that this question opens the door to further questions and enables someone to highlight themselves in a specific, non-generic way.

Plus additional questions can easily follow: What position did you hold when you achieved this accomplishment? How did it impact your growth at the company? Who else was involved and how did the accomplishment impact your team?

Discussing a single accomplishment is an easy way to open doors to additional information and insight about the person, their work habits, and how they work with others.

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Question # 19

What is your superpower?

Answer:-

My pessimist personality.

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Question # 20

What is your spirit animal?

Answer:-

It was a duck, because ducks are calm on the surface and hustling like crazy getting things done under the surface.

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Question # 21

Described specific accomplishment you've achieved in a previous position that indicates you will thrive in this position?

Answer:-

Past performance is usually the best indicator of future success.

If the candidate can't point to a prior accomplishment, they are unlikely to be able to accomplish much at our organization--or yours.

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Question # 22

What is your story?

Answer:-

It's a question that asks for a creative response. It's an invitation to the candidate to play the game and see where it goes without worrying about the right answer. By playing along, it tells me a lot about the character, imagination, and inventiveness of the person.

The question, as obtuse as it might sound to the interviewee, is the beginning of a story and in today's world of selling oneself, or one's company, it's the ability to tell a story and create a feeling that sells the brand--whether it's a product or a person.

The way they look at me when the question is asked also tells me something about their like-ability. If they act defensive, look uncomfortable, and pause longer than a few seconds, it tells me they probably take things too literally and are not broad thinkers. In our business we need broad thinkers.

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Question # 23

Explain why communication is important?



Answer:-

Team working is important to provide holistic care and to enable effective treatment. If you have asked a patients back ground you are more likely to take adequate precautions. For example post menisectomy: Asking the nurse When did they last have pain relief? Have they been up to the loo? Have they eaten? Were there any complications in surgery? As a physio obviously you need to read the notes but the nursing staff often know up to date information on the patient which are all vital in how you will carry out your treatment.

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Question # 24

How to determined personality type?

Answer:-

Each personality style or type is rated in terms of four preferences.

E = EXTRAVERSION ----- I = INTROVERSION

S = SENSING ----- N = INTUITION

T = THINKING ----- F = FEELING

P = PERCEIVING ----- J = JUDGING

You will find that you fall along the line, somewhere in between each of these four scales, leaning more to one side than the other.

You will get a four-letter code, based on where you rate yourself along the lines between these four preferences, by answering a set of questions designed to find out where you are on each scale.

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Question # 25

Explain personality trait?

Answer:-

The term personality trait refers to enduring personal characteristics that are revealed in a particular pattern of behavior in a variety of situations.

Individual differences in personality have many real life consequences.

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Question # 26

Explain Personality?

Answer:-

Personality has to do with individual differences among people in behavior patterns, cognition and emotion. Different personality theorists present their own definitions of the word based on their theoretical positions.

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