

The Ultimate Guide to Hiring for Character

36 Character Centered Questions for Interviewing Your Perfect Candidate

Which Character Qualities are most important for the position you are hiring? These questions can help you determine if your applicant is a Character Centered candidate!

Acceptance Demonstrating respect for others who do not share my perspective

- What is your relationship with your coworkers who are different than you?

Cautiousness Taking time to ensure the right decision is made or action is taken

- Can you tell [us/me] about how you go about making a hard decision?

Collaboration Understanding others so I can effectively work with them

- Tell [us/me] about a time when you had to work with others, and you didn't get along.

Compassion Helping those in need

- What has been your experience with volunteering?

Confidence Trusting my own judgment and abilities and acting on that

Describe a time when you had to take on a new project or responsibility outside your comfort zone.

Courage Overcoming fear to say and do what is right

- Tell [us/me] about a time you stepped outside your comfort zone.

Creativity Approaching a need, a task, or an idea from a new perspective

- Describe a time when you had to think outside the box on a project.

Decisiveness Processing information and finalizing difficult decisions

- Is there a time you had to make a tough decision? What was the outcome?

Dependability Fulfilling commitments even in the face of difficulty

- Have you ever missed a deadline? Tell [us/me] about it.

Determination Overcoming obstacles in order to reach my goal

- Can you give us an example of when you had to overcome an obstacle?

Diligence Focusing my effort on the work at hand

- When have you had to be extra thorough in finishing a task?

Empathy Sensing the emotions of others

- How important is it to you to be able to sense the emotions of others?

Endurance Withstanding stress to do my best

- How do you handle stress in a fast-paced environment? Give an example.

Enthusiasm Expressing interest and excitement in what I do

- What are you most passionate about?

Flexibility Adjusting to change with a good attitude

- If you were assigned additional tasks outside your job description, what would you do?

Forgiveness Releasing feelings of resentment

- Is there a time when you disagreed with someone? What did you do to fix the situation?
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Generosity Managing resources to freely give

- Tell [us/me] about a time when you did something for someone and did not expect anything in return.

Gratefulness Demonstrating appreciation to others for what I have and how they have helped me

- How do you express Gratitude when someone does something for you?

Honesty Being truthful in what I say and do

- Is there a time when your honesty was compromised? How did you respond to the situation?

Humility Recognizing the people and factors that have shaped my life

- Who inspires you and why?

Initiative Recognizing and doing what needs to be done before I am asked to do it

- Tell [us/me] about a time when you took initiative for a project. What was the outcome?

Justice Taking personal responsibility to uphold what is pure, right, and true

- What does Justice in the workplace look like to you?

Kindness Choosing words and actions to benefit others without expecting a return

- Do you think kindness is a weakness in a leader? Why or Why not?

Loyalty Demonstrating commitment to others

- How do you find working for your current employer?

Orderliness Organizing my thoughts and surroundings for greater achievement

- How do you organize tasks for a day? What if you receive last minute requests?

Patience Taking the time necessary to work through a difficult situation

- Can you tell [us/me] about a situation that tested your patience?

Positivity Maintaining a good attitude, even when faced with difficulty

- Describe a time when nothing went your way. How did you handle the situation?

Punctuality Showing respect for others by doing the right thing at the right time

- How do you manage your time? How do you decide what gets your attention?

Resilience Recovering from adversity

- Has there been a time when you had to overcome adversity? What was the outcome?

Respect Treating others with honor and dignity

- Describe your relationships with past or current supervisors.

Responsibility Knowing and doing what is expected of me

- Describe some mistakes you have made in past positions and what you learned from them.

Self-Control Choosing behaviors to help me reach my goals

- Tell [us/me] about a time when you had to correct a behavior to reach a goal?

Sincerity Doing what is right with transparent motives

- Tell [us/me] about a time when you made a mistake and what you did to fix the situation.

Thoroughness Taking care of necessary details

- Have you ever had to plan an event? How did the process go and what was the outcome?

Trustworthiness Gaining the confidence of others by demonstrating reliability

- Has there been a time when you had to gain the confidence of another person? What was the situation?

Wisdom Making practical application of what is learned

- Tell [us/me] about a time when you demonstrated your knowledge of a topic from experience.