**Supervisor Development Program**

Turning Traditional Interview Questions into Behavioral Questions

Complete the benchmarks for the questions below.

**Question 1**

* Traditional Question: How do you prioritize?
* Behavioral Question: Tell us about a time when you had multiple, competing tasks. How did you go about prioritizing? What procedures have you used at work to keep track of items that need your attention?
* **Benchmarks**?

**Question 2**

* Traditional Question: What is a good way to resolve a conflict?
* Behavioral Question: Tell us about a disagreement you had with another co-worker or supervisor. What steps did you take to successfully resolve the disagreement?
* **Benchmarks?**

**Question 3**

* Traditional Question: How do you implement Change?
* Behavioral Question: Tell us about a time where you wanted to implement a change or new process but didn’t have the resources or organizational support to do so. How did you creatively address it and respond? Is there anything you would have done differently?
* **Benchmarks?**

**Question 4**

* Traditional Question: What does diversity mean to you?
* Behavioral Question: Why do you value racial equity and social justice? What work have you done that demonstrates this? Provide an example of how your life and/or professional career has embodied racial equity and social justice.
* **Benchmarks?**