



INTERVIEWING SKILLS

| EVALUATING & SELECTING TALENT FOR THE MODERN MANAGER |

EXERCISE: WHAT DO YOU NEED MOST IN YOUR TARGET JOB?



If you've managed long enough, you've had to kill an idea that you sponsored and loved—because it became We asked each of you to bring a target job description you'll be hiring for in the future as part of this class. Using that job description and what you know about the role, we'd like you to look at the following behavioral dimensions and pick the 5 behavioral dimensions you view as most critical to success in your target job. List the 5 in the space we've provided below, and tell us why you feel each one should be included related to what's required/difficult in your target job:

<ul style="list-style-type: none"> Ambition Analytical Thinking Building Relationships Communication Conflict Resolution Customer Orientation Decision Making Delegation Detail Orientation Employee Development Evaluating Alternatives Flexibility Follow Up and Control 	<ul style="list-style-type: none"> Initiative Interpersonal Skills Innovation Integrity Introducing Change Leadership Listening Motivating Others Motivation Negotiating Organizational Skills Performance Management Persuasion Planning 	<ul style="list-style-type: none"> Presentation Skills Problem Solving Problem Resolution Project Management Resolving Conflict Resource Management Scheduling Setting Goals Strategic Planning Stress Management Teamwork Tenacity
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My Target Job: _____

The Most Important Behavioral Dimensions for My Target Job (include notes on why):

- 1.
- 2.
- 3.
- 4.
- 5.