

9 Strengths-Based Interview Questions

When people use their strengths, they perform better. So selecting on the basis of strengths is a good way to find high-performing candidates who will be able to apply their strengths in the role. Using our strengths increases energy and motivation rather than diminishing resources, enabling people to consistently deliver at a high level.

Strengths-based interviews use a number of questions over a shorter period of time, looking for fairly intuitive answers. You could ask people to describe a successful day that they've had or when their friends would say they are at their happiest. You are looking for aspects of what matters to them, what motivates them, and what they're good at.

What are you really good at?

Which activities give you an energy buzz?

What do you love to do in your spare time?

Which unique qualities would you bring to this team?

When we talk about strength based approaches, we are not suggesting that you ignore weaknesses. It's about focusing on the strengths required for the specific role, and these questions should help you better understand the individual applicant and assess their suitability

Consider what strengths make your top performers so effective? Are there particular attributes which are missing from your team? If you accurately identify the strengths which are needed in the role, asking questions about strengths will help you find the best matched candidate – and help unsuccessful candidates appreciate why they weren't a good match for the job.

What do you find is always left last or unfinished on your to-do-list?

When do you thrive?

Are you a big picture or a detail person?

Tell me about something you are particularly proud of.

Are you a starter or a finisher?

We've suggested 9 questions for you to incorporate into your interviews. If you want to know more about strength based interviewing, please get in touch at info@formium.co.uk or call +44(0) 20 7416 6648.

Formium Development focuses on creating effective solutions which allow clients to identify and build on their strengths for enhanced performance - through consulting, training, executive and team coaching.

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