

Candidate:  
Position:  
Interviewer:

## INTERVIEW ARCHITECT® Express

Date of Interview: \_\_\_\_\_

### Dealing with Ambiguity (2)

Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.

**MAIN INTERVIEW QUESTION:** (Pick one.)

\* OK for Campus

- Tell me about a time when you had to act on something important before you had time to come up with a good answer or solution.\*
- Tell me about a time when you had more to do than you could possibly get done.

**SITUATION** (Record main points to describe situation.)

### LEARNING PROBES:

- A. **ACTIONS** How did you approach it? How did you do it? (Listen for specific action steps.)
- B. **THINKING** Explain your thinking - why you selected that approach. Why did you choose to do it that way? (Listen for rationale and consideration of alternatives.)
- C. **OUTCOME** What was the result? What was the impact?
- D. **LEARNINGS** What did you take away from that experience? (Listen for principles or rules of thumb.)
- E. **APPLICATION** Describe a time when you used those lessons in different situations.

### IDENTIFY THEMES FROM CANDIDATE'S RESPONSES: (Check all that you are hearing.)

#### NEGATIVE THEMES TO WATCH OUT FOR:

- Inflexible; doesn't make changes along the way
- High need for analysis and information before acting
- High need for structure and data
- Strong need to finish everything before moving on
- High need to stay in comfort zone

#### POSITIVE THEMES TO LOOK FOR:

- Gathers information and experiments
- Comfortable not having a complete picture before acting
- Willing to take chances; moves forward
- Flexible, adaptable; will shift gears
- Maintains calm in uncomfortable situations
- (Overuse) Takes action and makes decisions without enough data

### OVERALL COMPETENCY RATING: Where would you rate this person on this competency?

- |   |  |  |  |  |                                    |
|---|--|--|--|--|------------------------------------|
| <input type="checkbox"/> Clear <b>1</b> misses requirements | <input type="checkbox"/> Less than <b>2</b> requirements | <input type="checkbox"/> Meets <b>3</b> requirements | <input type="checkbox"/> Exceeds <b>4</b> requirements | <input type="checkbox"/> Far <b>5</b> exceeds requirements | <input type="checkbox"/> Overuses. |
|---|--|--|--|--|------------------------------------|

Candidate:  
Position:  
Interviewer:

## INTERVIEW ARCHITECT® Express

Date of Interview: \_\_\_\_\_

### Boss Relationships (4)

Responds and relates well to bosses; would work harder for a good boss; is open to learning from bosses who are good coaches and who provide latitude; likes to learn from those who have been there before; easy to challenge and develop; is comfortably coachable.

**MAIN INTERVIEW QUESTION:** (Pick one.)

\* OK for Campus

- Describe a time when you helped a person with authority over you reach his or her goals.\*
- Tell me about a time when your ability to relate to a person with authority over you worked really well for you.\*

# Interview Architect Express Answers

**Jianjun Gao**



## **Interview Architect Express Answers:**

## Reviewing **Interview Architect Express Answers**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is really astonishing. Within the pages of "**Interview Architect Express Answers**," an enthralling opus penned by a highly acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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