



## Salaried/Corporate Hourly – 1<sup>st</sup> Interview

### Working Through Vigor Values

*Love - Care enough to act. Bring your whole heart. Genuinely cares about people. Is modest and self-effacing. Respects the views of others.*

1. What is your secret for working effectively with others with whom you may not see eye to eye?

*Evolution - Provides challenging and stretching tasks and assignments. Holds frequent development discussions. Is aware of each person's career goals.*

2. Albert Einstein said “we can’t solve problems by using the same kind of thinking we used when we created them.” Can you tell me about a time when you had to change your way of thinking so you could solve a problem or be more effective in your role?

*Personal Responsibility - Pursues everything with energy, drive, and a need to finish. Seldom give up before finishing, especially in the face of resistance or setbacks.*

3. What is the longest span of time you have been in charge of a project? What parameters of the project that made it challenging? *Please discuss.*

*Truth - Is widely trusted. Is seen as direct, truthful individual. Can present the unvarnished truth in an appropriate and helpful manner. Keeps confidences. Admits mistakes.*

4. Tell me about one mistake, for which you held responsibility that provided you the greatest learning experience.