Thanks for the following replies:

**Nicolaus Roulin suggested:**

You should contact Martin Kleinmann and his team at the University of Zurich. They have been working on personality-based interviews for a few years and presented some results at conferences in the recent past.

There is also this paper that might be interesting to you: Van Iddekinge, C. H., Raymark, P. H., & Roth, P. L. (2005). Assessing personality with a structured employment interview: Construct-related validity and susceptibility to response inflation. Journal of Applied Psychology, 90, 536-552. doi: 10.1037/0021-9010.90.3.536

**Laura Parks-Leduc offered these questions that she has developed:**

Interview Questions that Assess Personality

Conscientiousness

How do you stay organized?

Are you a perfectionist?

How do you prioritize tasks when you have too much to do?

Tell me about a situation in which you showed a great deal of self-discipline.

Tell me about a time when you went above and beyond what was expected of you.

Emotional Stability

Give me an example of a situation in which others were really intense but you were able to maintain your composure.

Tell me about a time when the situation was demanding but you managed to remain cool.

Tell me about a challenge you’ve had to tackle or work through. How did keep yourself on track?

Tell me about a time when you had a stressful project to complete, and weren’t sure you could get it done well in the time available to you.

How do you manage stress?

How do you deal with difficult personalities?

What type of colleague do you find most frustrating? How do you deal with that person?

Extraversion/Agreeableness

Tell me about a time when you had to persuade others to do things your way.

Tell me about a time when you had to motivate others to keep a project on track.

How do you resolve conflicts in the workplace?

Tell me about a time when you resolved a conflict through compromise.

When you work with a team, what role do you typically play?

Are you good at saying “No?”

Openness to Experience

Tell me about a time when you had to be creative or imaginative to come up with a solution to a problem.

How do you handle change?

Emotional Intelligence (work on)

Tell me about a time when you were angry, and had to reduce that anger in order to work effectively. What did you do?

Tell me about a time when someone else’s emotions prevented progress toward accomplishing a goal.  What did you do to resolve the problem?

**The State of California offers this collection of (mostly behavioral) questions designed around the Big Five. They provide 22 questions for each factor aimed at different aspects.**

<https://www.documents.dgs.ca.gov/ohr/.../competency%20based%20interviewing.doc>

Thanks again for the replies,

Tom