

## CULTURAL FIT & BEHAVIORAL QUESTION WORKSHEET

### GETTING TO KNOW YOU QUESTIONS

QUESTION	WHAT THEY ARE ASSESSING	YOUR ANSWER (bullet points)
• Tell me about yourself	What you've done in the past, what you're doing now, where you're headed - and can you explain key transitions.	
• Why are you interested in a career in _____ (data science, engineering, analytics, etc)?	What brought you to this field? How do you know it is a fit? Do you demonstrate understanding of the field and genuine enthusiasm?	
• What brought you to DS4A, specifically?	Was this an intentional decision? What were your goals for the program, what have you learned and why was this an important step for you?	
• What are you looking for in your next role?	Have you researched how they work, and is it aligned with what you're looking for? What type of environment is right for you? Are you only focusing on your needs rather than contributions?	
• Why are you interested in this company and team?	Have you done your deep dive research into culture, values, and role? Are your reasons specific? Can you justify your fit and excitement?	
• What's one thing that's not on your resume that you would like me to know about you?	Are you a dynamic person with interests outside of work? Why is it important for them to know this about you? Can you think on your feet? What are you looking for in your next role?	

## COMMUNICATION, TEAMWORK & LEADERSHIP

QUESTION	WHAT THEY ARE ASSESSING	YOUR ANSWER (bullet points)
<ul style="list-style-type: none"><li>• Tell me about a time you encountered conflict on a team, how did you handle it?</li></ul>	Can you work through uncomfortable situations? Did you handle it appropriately? Did you 'go negative'? What did you learn?	<hr/>
<ul style="list-style-type: none"><li>• Have you ever had to explain a technical concept to a non-technical person? Can you tell me about that?</li></ul>	Can you work across departments and business areas? Are you clear and concise? How did you know they understood?	<hr/>
<ul style="list-style-type: none"><li>• Give me an example of a time you had to present to an audience, how did you prepare?</li></ul>	What is your process? Are you a strong public speaker?	<hr/>
<ul style="list-style-type: none"><li>• Tell me about a time you took the lead.</li></ul>	Do you display leadership qualities? What type of leader are you? Can you take initiative? Can you motivate others?	<hr/>
<ul style="list-style-type: none"><li>• When you're working in a group, what role do you tend to play?</li></ul>	Do you have strong self-awareness into your contributions to group dynamics?	<hr/>
<ul style="list-style-type: none"><li>• Tell me about a time you had to make a decision that was unpopular.</li></ul>	Are you able to make tough choices and stand your ground? Were you adequately sensitive to others' perspectives?	<hr/>
<ul style="list-style-type: none"><li>• Give me an example of an experience you had where you needed to motivate others.</li></ul>	Can you inspire people and lead teams? If a team experience isn't working, can you fix it?	<hr/>

## SELF-AWARENESS

QUESTION	WHAT THEY ARE ASSESSING	YOUR ANSWER (BULLET POINTS)
<ul style="list-style-type: none"><li>• What would you say is your greatest strength and weakness?</li></ul>	Are you accurately in tune with yourself? Is your answer genuine? Is your weakness going to limit your ability to work here successfully?	<hr/>
<ul style="list-style-type: none"><li>• Where do you see yourself in five years?</li></ul>	Are you going to leave our company quickly? Are you ambitious? Have you thought about your future?	<hr/>
<ul style="list-style-type: none"><li>• Tell me about something you've accomplished that you are proud of.</li></ul>	What's important to you?	<hr/>
<ul style="list-style-type: none"><li>• Tell me about a time that you failed, what did you learn?</li></ul>	Are you answering genuinely? Is there a lesson you took away from the experience that you can incorporate into this role?	<hr/>

## TAKING INITIATIVE

QUESTION	WHAT THEY ARE ASSESSING	YOUR ANSWER (BULLET POINTS)
<ul style="list-style-type: none"> <li>Tell me about a time you improved on a process or workflow.</li> </ul>	Are you good at identifying process improvements, or comfortable with the status quo? Can you implement it?	_____
<ul style="list-style-type: none"> <li>Give me an example of a scenario when you went above and beyond what was asked of you.</li> </ul>	Are you going to do the bare minimum, or are you going to excel in this role? What type of worker are you?	_____
<ul style="list-style-type: none"> <li>Tell me about a time you set a goal for yourself and achieved it.</li> </ul>	Are you self-motivated or need others to give you instructions? Can you follow through on what you start?	_____
<ul style="list-style-type: none"> <li>Give me an example of a time when you had to ask for help at work, was it difficult?</li> </ul>	Are you able to ask for help appropriately? Will you waste time struggling rather than collaborate with your peers?	_____

**SITUATION** What's the context and background of the story? Keep it brief!

**TASK** What was the task at hand? What was the challenge?

**ACTION** What did you decide to do? What steps did you take?

**RESULT** What happened as a result of your actions?

**TAKEAWAYS** Were there any takeaways for the future?