

SAMPLE BEHAVIORAL QUESTION AND ANSWER

“Describe the most challenging team experience you have encountered?”

SITUATION:

I was involved in a group project last semester for my Administration and Organizational Behavior Management class where our team had to create a business plan. Group members varied significantly in their skills and motivation to complete the project, and each member was delegated tasks and deadlines for completion, including weekly progress updates. One group member had fallen far behind and our group’s success and grade were in jeopardy.

TASK:

Being the group leader, I was the one responsible for delegating the project tasks and seeing our project to completion.

ACTION:

I reached out to the group member who was no longer keeping pace. In talking with him, it became clear that he had an entirely different understanding of our objective and how it would be achieved. I shared this with our other group members so they would see his unique viewpoint. This helped our group’s approach in creating the business plan.

RESULT:

As a result, our group became more cohesive, which helped us produce a successful business plan and made the group experience more enjoyable.