

The Behavioral Interview - RSR Partners Global Sports Practice

Our interview will take one hour. The discussion will determine whether an individual in our opinion can benchmark favorably against a small slate of candidates for our client’s leadership position. We tell clients that we will only present candidates who have the relevant competencies and will be a good fit culturally.

The foundation of the interview is based on meritocracy. We are interested in what the candidate has accomplished relevant to the position requirements. We will use open-ended questions and allow the candidate to describe situations and results.

The pace of the interview will be similar to a quick, lively, thoughtful conversation. If answers are not appropriate to the questions, we will interrupt without being rude. We all want to maximize the time for our initial meeting and we start by thinking there may be many more meetings. We suggest the candidate avoid long answers and stays on point. We will do the same.

At the conclusion, we will tell you one of three things - you are a fit, you are not a fit or we are not sure. We will give you honest feedback.

We appreciate more than you realize your interest in devoting your time and attention to our assignment.

Schedule:

Approx time:	Discussion topic:
4 minutes	Description of your present situation
1 minute	Description of your prior situation <ul style="list-style-type: none"> • Why did you move?
15 minutes	Back to the beginning <ul style="list-style-type: none"> • Born, raised, etc... • Schooling • Professional career up to last two positions
20 minutes	Open-ended questions <ul style="list-style-type: none"> • Most significant professional accomplishment and why • Most significant professional disappointment and how did you overcome it? • Best person you have worked for and why • Who has been a mentor? • Best situation and why • Describe your management style • What would other say? • Work/life balance • Your special talent • Why this position? • What special skills • What special knowledge

	<ul style="list-style-type: none"> • What motivates you?
10 minutes	<ul style="list-style-type: none"> • Questions specific to the position description will usually follow the highlighted areas. We will be asking for examples. • Present and past compensation ranges • Availability
10 minutes	<p>Candidate questions and concerns such as:</p> <ul style="list-style-type: none"> • What is the status of the assignment? • What does the client want accomplished in first six months/12 months? • To whom do I report? • Will I like the people? • Will I like the work? • Will I be fairly compensated? • Is there room for personal and professional growth?