

## CHECKLIST

# Interview questions to assess for grit



### QUESTION 1

Tell me about your biggest professional failure. What did you learn from the experience?

#### What to listen for

- ✓ Owning of failures, rather than passing the blame
- ✓ Self-reflection on what went wrong, with a clear sense of what to do differently next time

#### What this question assesses

- ✓ Determination to persist past mistakes, rather than being discouraged
- ✓ Humility and adaptation in the face of failure

### QUESTION 2

Tell me about a goal that you're working toward, personally or professionally. How's it going?

#### What to listen for

- ✓ Thoughtful, advanced planning that demonstrates organization and interest in an endeavor
- ✓ Concrete steps they've taken to maintain a focused approach on achieving their goals

#### What this question assesses

- ✓ Enthusiasm and diligence in achieving long-term goals
- ✓ Motivation and perseverance, even when something goes unexpectedly

### QUESTION 3

How do you decide if and when to stop pursuing a goal?

#### What to listen for

- ✓ Centering around the negative, futile consequences of continuing down the same path
- ✓ Careful, objective consideration of the pros and cons of giving up, and alternative solutions

#### What this question assesses

- ✓ Ability to recognize a lost cause, although they don't give up easily
- ✓ Poise in backing out and making every effort to minimize unwanted consequences