

## Spirit of Snow Interview Questions

**INSTRUCTIONS:** In your interview, choose at least one question in each section to assess each Spirit of Snow Behavior

### **Selfless Service**

- Tell us about a time when you were given credit for something you didn't do. What did you do?
- Tell us about a time when you accomplished something great as part of a team. What was your role on that team?
- Tell us about a time when your interests did not align with your team's. What did you do?
- What is the most difficult ethical dilemma you had to face? What did you do?

### **Exceeding Expectations**

- Please tell us about a time where you went above what was expected.
- Please tell us about the most creative thing you have ever done.
- Please tell us about a time where you accomplished something others thought couldn't be done.
- What have you done to continuously learn throughout your career?
- Please tell us about a time where you took something and made it better.

### **Respect for All**

- Please tell us about a time when you included someone who had been excluded.
- Tell us about a time when you had to disagree with someone. What did you do?
- Tell us about the last time you got angry at work. How did you deal with your anger?
- Tell us about a time when you were wrong. How did you learn about it, and what did you do about it?

### **Vigorous Grit and Tenacity**

- Please tell us about the most difficult thing you had to overcome.
- When is a time that you failed? What did you do?
- When have you felt demotivated, and what did you do to overcome it?
- Tell us about a time when you turned a dream into a reality.

### **Empathetic Communication**

- Please tell us about a time when you showed compassion to someone else.
- Tell us about a time when you had to deliver difficult news. How did you go about it?
- Tell us about a time when someone came to you with a problem. What did you do?
- Please tell us about a time when you had to neutralize a stressful situation in a professional environment.