

Candidate:  
Position:  
Interviewer:

## INTERVIEW ARCHITECT® Express

Date of Interview: \_\_\_\_\_

### Dealing with Ambiguity (2)

Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.

**MAIN INTERVIEW QUESTION:** (Pick one.)

\* OK for Campus

- Tell me about a time when you had to act on something important before you had time to come up with a good answer or solution.\*
- Tell me about a time when you had more to do than you could possibly get done.

**SITUATION** (Record main points to describe situation.)

#### LEARNING PROBES:

- A. **ACTIONS** How did you approach it? How did you do it? (Listen for specific action steps.)
- B. **THINKING** Explain your thinking - why you selected that approach. Why did you choose to do it that way? (Listen for rationale and consideration of alternatives.)
- C. **OUTCOME** What was the result? What was the impact?
- D. **LEARNINGS** What did you take away from that experience? (Listen for principles or rules of thumb.)
- E. **APPLICATION** Describe a time when you used those lessons in different situations.

#### IDENTIFY THEMES FROM CANDIDATE'S RESPONSES: (Check all that you are hearing.)

##### NEGATIVE THEMES TO WATCH OUT FOR:

- Inflexible; doesn't make changes along the way
- High need for analysis and information before acting
- High need for structure and data
- Strong need to finish everything before moving on
- High need to stay in comfort zone

##### POSITIVE THEMES TO LOOK FOR:

- Gathers information and experiments
- Comfortable not having a complete picture before acting
- Willing to take chances; moves forward
- Flexible, adaptable; will shift gears
- Maintains calm in uncomfortable situations
- (Overuse) Takes action and makes decisions without enough data

#### OVERALL COMPETENCY RATING: Where would you rate this person on this competency?

- |   |  |  |  |  |                                    |
|---|--|--|--|--|------------------------------------|
| <input type="checkbox"/> Clear <b>1</b> misses requirements | <input type="checkbox"/> Less than <b>2</b> requirements | <input type="checkbox"/> Meets <b>3</b> requirements | <input type="checkbox"/> Exceeds <b>4</b> requirements | <input type="checkbox"/> Far <b>5</b> exceeds requirements | <input type="checkbox"/> Overuses. |
|---|--|--|--|--|------------------------------------|

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### Boss Relationships (4)

Responds and relates well to bosses; would work harder for a good boss; is open to learning from bosses who are good coaches and who provide latitude; likes to learn from those who have been there before; easy to challenge and develop; is comfortably coachable.

**MAIN INTERVIEW QUESTION:** (Pick one.)

\* OK for Campus

- Describe a time when you helped a person with authority over you reach his or her goals.\*
- Tell me about a time when your ability to relate to a person with authority over you worked really well for you.\*

# Interview Architect Express Answers

**JA Banks**



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The Wave (novel) The Wave is a 1981 young adult novel by Todd Strasser under the pen name Morton Rhue (though it has been reprinted under Todd Strasser's real name). It is a ... The Wave - Strasser, Todd: Books The Wave is based on a true incident that occurred in a high school history class in Palo Alto, California, in 1969. The powerful forces of group pressure ... The Wave by Todd Strasser Todd Strasser , Morton Rhue ... The Wave is based on a true incident that occurred in a high school history class in Palo Alto, California, in 1969. The Wave by Morton Rhue This book novelizes a real event in which a high school teacher re-created the Nazi movement under the title "The Wave." Students didn't believe it could happen ... The Wave Book.pdf Sa. Mr. Ross creates an experimental movement called The Wave. What begins in a single class- room quickly gathers momentum. Before the end. The Wave: Full Book Analysis Todd Strasser's The Wave follows the rapid rise of a dangerous, cult-like movement that swells through a fictional yet typical American high school. Book a Day: The Wave | the starving artist Jan 20, 2018 — Fairly quickly, it was picked up as a TV special and then that special was novelized in 1981 by Morton Rhue (who is actually Todd Strasser and ... The Wave - Morton Rhue This novel shows how powerful public opinion can be and how it can affect the life of any ordinary person. After all, this public opinion was an important ... "The Originals": The Wave by Morton Rhue (Todd Strasser) Aug 10, 2016 — The Wave is based on a true incident that occurred in a high school history class in Palo Alto, California, in 1969. The powerful forces of ... The Wave by Morton Rhue Based on a nightmarish true episode in a Californian high school, this powerful novel about the danger of fanaticism is part of the

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