

Interview Questions to Assist in Travis County Guiding Principles

Travis County is committed to ensuring that our goals are met through the competencies (behaviors) of Equity, Fairness & Respect; Financial Sustainability, Operational Excellence and Leaders in Innovation. The following will assist interviewers with evaluating candidates' competencies for the role.

Equity, Fairness, and Respect:

Describe a situation that required you to consider a different perspective from your own when exploring an issue.

Tell me about a time you led/worked on a team with individuals from different cultural backgrounds.

What experiences have you had with recruiting, hiring, training, and/or supervising a diverse workforce?

What do you do if you disagree with your boss?

Describe how you've handled a difficult situation with a co-worker.

Financial Sustainability

Tell me about a time when you implemented a product or approach that generated savings of money, time, or other resources for your employer.

Tell me about an idea you started that involved collaboration with your colleagues that improved the business.

Provide a time when you had to complete a task without a lot of time. What was the situation, task, action and the outcome?

Provide an example of how your position develops or support a company's financial goals.

Have you ever not been able to meet the goals of your position? What was the outcome?

Operational Excellence

Talk about a time when you had to work closely with someone whose personality was very different from yours. Did you eventually overcome that? If so, how you overcome the differences? If not, what was the outcome?

What measures do you think should be used to determine if you're doing a good job in the role?

Describe a time when measures or metrics were used to evaluate your performance. What were they and how did you achieve them?

Describe a time when something did not turn out as planned. Looking back, what could have been done differently?

How do you evaluate your own performance?

Leaders in Innovation

What is the most creative idea or project you have generated in your current role? How was it received?

Tell me about a business problem that you had to solve in a unique or innovative way. What was the outcome?

Tell me about a time when you received resistance to an innovative approach. How did you overcome or address that?

Provide an example of when you improved a process or program.

Share an example of a time when you used innovation to solve a problem.