

Understanding the behavioural tendencies of a candidate in an interview is crucial for making well-informed hiring decisions. But performing a full DISC assessment on each candidate, in order to understand their behaviours, can be costly. There is an alternative solution and it lies in how you question them during the interview.

Here are the key benefits of why you want to understand their behaviours:



ENSURE THE RIGHT TEAM FIT:

- Do the candidate's natural behaviors align with the existing team?
- Predetermine if you are after similar behaviour types as the team, or are you actively looking for something different.



ROLE SUITABILITY:

- For the current role, do your candidates behavioural styles align? i.e. are their natural behavioural tendencies well suited to this role?



SELF-AWARENESS AND AUTHENTICITY:

- Identify if there is a lack of self-awareness or inconsistencies in how they are answering your questions in relation to their behavioural type.
- Identifies potential 'gaming' of their answers. Are they being authentic?

Performing a full DISC assessment will cost a few hundred dollars, this could be money well spent during your interview process, but this could also become costly if you are interviewing many candidates.

By asking targeted questions during the job interview you can gain valuable insights into an interviewee's natural DISC profile. The following are some effective questions to ask, along with explanations on how they can help identify traits associated with **Dominance (D)**, **Influence (I)**, **Steadiness (S)**, and **Compliance (C)** profiles.

QUESTIONS TO IDENTIFY DOMINANCE (D) TRAITS

#1 *"Can you describe a situation where you had to take charge of a project or a team?"*

— Look for responses that highlight decisiveness, assertiveness, and a results-oriented approach.

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#2 *"How do you handle challenges and setbacks?"*

— Pay attention to how they tackle obstacles directly and their ability to remain focused on achieving goals.

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#3 *"Describe a time when you had to make a tough decision quickly."*

— This can reveal their comfort with taking risks and making decisions under pressure.

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QUESTIONS TO IDENTIFY INFLUENCE (I) TRAITS

#1 *"Can you give an example of how you have motivated or inspired your team?"*

— Look for enthusiasm, energy, and the ability to influence and persuade others positively.

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#2 *"How do you build relationships with your colleagues?"*

— Responses should indicate strong interpersonal skills and a focus on building a network.

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#3 *"Describe a time when you used your communication skills to solve a problem."*

— This can showcase their effectiveness in using communication to navigate and resolve issues.

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QUESTIONS TO IDENTIFY **STEADINESS (S)** TRAITS

#1 *"How do you handle working in a team environment?"*
— Look for answers that highlight their cooperative nature and reliability.

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#2 *"Can you describe a time when you had to support a team member or help someone through a difficult task?"*
— This can reveal their supportive and dependable characteristics.

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#3 *"How do you manage long-term projects or tasks?"*
— Responses should indicate their patience, consistency, and attention to detail.

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QUESTIONS TO IDENTIFY **COMPLIANCE (C)** TRAITS

#1 *"Can you give an example of how you ensure accuracy and quality in your work?"*
— Look for responses that show attention to detail, precision, and a systematic approach.

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#2 *"Describe a time when you had to follow strict guidelines or procedures."*
— This can highlight their respect for rules and regulations, as well as their methodical nature.

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#3 *"How do you handle feedback and criticism?"*
— Pay attention to their ability to analyze feedback constructively and make improvements based on it.

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ADDITIONAL TIPS

- **Follow-Up Questions:** Use follow-up questions to delve deeper into their initial responses, which can help clarify their natural tendencies.
- **Behavioral Questions:** Focus on behavioral questions that ask candidates to describe past experiences, as these are more likely to reveal their true traits.
- **Consistency:** Look for consistency in their responses to various questions, as this can help confirm their DISC profile.
- Prior to the interview **ask them if they have recently completed any DISC-type of assessment.** If they have and they have agreed to share them, then asking the above questions will indicate how true their general answering is to their DISC results.
- If they have no prior DISC results, you may decide not to complete a full DISC assessment but you should confirm to them that you may want to at any stage (before or after recruiting) and do they give you permission to do this. You will need to **explain why you would like a DISC assessment** to be completed.
- If you do decide to complete a DISC or they share their existing results, **provide them assurance** on the confidentiality of the results and the reason for why you need them.

It is not necessary that you ask all of the questions listed above, after all you ideally would like the interview to run more organically to ensure that the candidate feels relaxed. However, it is still useful to print this list out and during or immediately after the interview to complete the scoring. So if asking a 'D-type' question they answer in a very 'D-style' then you could say this is an 8, 9 or 10/10 for D, etc.

By asking these types of questions and carefully listening to the responses, you can gain valuable insights into an interviewee's natural DISC profile, helping you assess their fit for the role and the team.