

A Question of Integrity

Below are seven examples of questions employers ask candidates, designed to get to the heart of a candidate's integrity. Your response to these questions can result in a hire or a disqualification:

- You've told the truth
- You gave credit to the appropriate person(s)
- You will do the right thing and encourage others to do the same
- You exhibit courage and deal directly with controversial or unpopular issues
- You will maintain composure, objectivity, and a high standard of personal conduct, even under pressure
- You admit to mistakes

Behaviors that employers look out for include:

- Misrepresenting yourself
- Refusal to take responsibility for personal actions
- Lack of follow-through on commitments
- Willingness to support people who fail to demonstrate good integrity
- Harassing others
- Breaking confidences
- Ignoring policies, guidelines, and approval processes
- Pushing ethical limits

Consider your answers to the following with the above DOs and DON'Ts in mind:

1. Tell me about a time when you were forced to make an unpopular decision.
2. Describe a time when it was important for you to "take a stand" at work.
3. Please give me a specific example of a policy you conformed to with which you did not agree.
4. On occasion we are confronted with dishonesty in the workplace. Tell me about such an occurrence and how you handled it.
5. Tell me about a specific time when you had to handle a tough problem which challenged fairness or ethical issues.
6. Describe a time when you were asked to keep information confidential.
7. Give me an example of a time when you were asked to do something that you did not believe in and tell me what you did.

How well can you answer questions about integrity? Use InterviewStream to practice and improve your responses to these and similar questions. For more information about InterviewStream, visit Career Services or login to the Davenport, login to DUCareerNET and click the link to InterviewStream on the home page.