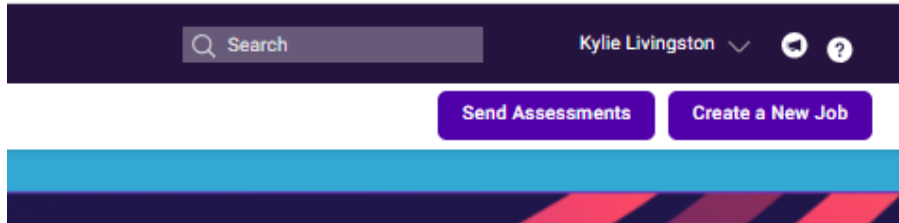
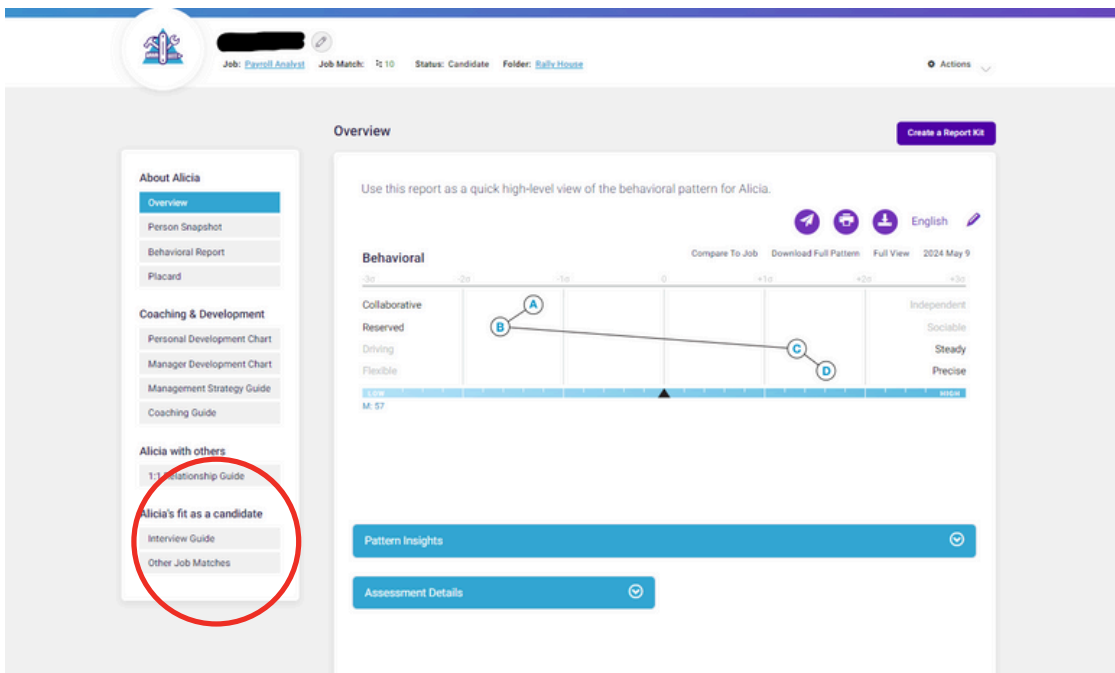


# Access the Interview Guide

1. From your dashboard, use the **Search** at the top right of your screen.



2. Under the candidates profile, select **Interview Guide**.



# Access the Interview Guide Continued


3. You can preview, **print** and **download** the interview guide from this screen. Interview guides should be used during the interview process and notes should be typed into the interview evaluation form in Phenom.

Interview Guide
Create a Report Kit


Get a custom set of interview questions for candidates based on their behavioral match to the job.

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Candidate Interview Guide
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**INTERVIEWERS GUIDE TO USING THIS KIT**

The Interview Guide is meant to help interviewers by suggesting questions generated by comparing a candidate's behavioral pattern with the job target for a specific position. These questions are designed to confirm a candidate's behavioral fit with job target and to explore areas of difference between the candidate's behavioral pattern and the job target.

The following questions have been generated by The Predictive Index based on AI's behavioral drives and results when compared to the behavioral needs of the job. You may wish to apply for: [To learn more about The Predictive Index behavioral compatibility, visit the Interview Protocol at \[piindex.com/interview\]\(#\)](#)

**BEHAVIORAL COMPARISON - CANDIDATE VS JOB**

Candidate	Job
<ul style="list-style-type: none"> <li>Teamwork</li> <li>Teamwork</li> <li>Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>Teamwork</li> <li>Teamwork</li> <li>Teamwork</li> </ul>

**Artisan**

Artisan is a team-oriented and analytical, while producing high precision and accurate work.

Strengths	Caution Areas
<ul style="list-style-type: none"> <li>Produces high precision, accurate work</li> <li>Needs strong structure and to adhere to the rules</li> <li>Respectful and under direction, needs explicit direction</li> <li>Follows formal and professional experience, trained activities, or management</li> </ul>	<ul style="list-style-type: none"> <li>Sometimes overly sensitive to criticism</li> <li>May have difficulty under time pressure</li> <li>Can be uncomfortable in ambiguous situations</li> </ul>

**BEHAVIORAL INTERVIEW QUESTIONS**

**⚠️ Avoid(s) of potential behavioral misalignment with job target. Use these questions to EXPLORE if the candidate can behaviorally adapt to the job.**

Tell me about a time when you were required to lead a team or a project.

Describe a situation when you had to create something new.

Describe an experience when you were required to complete a project under a tight deadline.

Describe how you handle multiple objectives simultaneously.

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