

Spot the Traits of Success to Ensure Superior Performance

Question:

How do I spot a high achiever?

Answer:

Go beyond traditional hiring techniques such as resume review and interviews. Pay attention to behavioral traits typically linked to superior performance.

- Most top performing employees are “take charge” kinds of people. Ask the candidate to provide specific examples of where he or she went above and beyond the call of duty.
- Determine if the candidate is confrontational, has a positive self-image, and can focus clearly on goals and objectives.
- Find out how the candidate finds alternate ways to succeed when faced with roadblocks.



- Look for functional product knowledge, comprehensive knowledge of the market or territory, or basic critical thinking skills.
- Top performers accept constructive criticism, deal with controversy and understand that others can provide valuable ideas.
- Effective leaders are honest and have integrity. They work to develop other’s strengths and show trust in the abilities of their co-workers and associates.

Demonstrate initiative. Tell about a time when you created a new process that was considered risky.

- **Express personal effectiveness.** Describe a specific goal you set for yourself, and explain how successful you were in meeting it.
- **Show flexibility.** Explain a situation that caused you to abruptly change what you were doing.
- **Portray knowledge.** Tell about products or services that were sold or implemented primarily because of your efforts.
- **Be a team player.** Describe how you overcame obstacles with the most difficult co-worker or boss with whom you have ever had to work.
- **Reveal leadership.** Discuss a time when you had to delegate responsibility and assign roles



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Question:

How can I demonstrate that I’m a high achiever during an interview?

Answer:

Respond with answers that clearly identify personal traits commonly linked to high-potential employees.