**10 Interview Questions to Identify Soft Skills**

**1.** Tell me about the last time you had to learn a new task. How did you go about learning it? What, if any tools, did you employ? (Learning agility, curiosity)

**2.** Tell me about the last time a manager rejected one of your ideas. How did you react to his/her feedback? (Intellectual humility, ability to take criticism, influencing skills)

**3.** Tell me about the last time you had to stay late at work. Was that unusual for you? (Work ethic, time management skills)

**4.** What tools do you use to keep yourself organized? (Organization and planning)

**5.** I see from your resume that you were the lead on the XYZ project. Tell me about your greatest challenge as lead. (Time management and planning skills, intellectual humility, learning agility, coaching skills, and work ethic)

**6.** Tell me about the last project you worked on where you were made to understand *you could not fail*. What steps did you take to ensure success? (Planning, emergent leadership)

**7.** Tell me about your biggest work failure. What did you learn? (Learning agility, work ethic, problem solving)

**8.** Tell me about the last time you were asked to do something that violated your personal code of ethics. (Work ethic, influencing skills, communication skills)

**9.** Have you ever had to fire someone? Why? (Leadership skills, work ethic)

**10.** How do you stay on top of developments/trends in your field? (Learning agility, curiosity, work ethic)