

#	CBI Question	IF	Follow-Up With
13.	I have never acted without thinking first.	T	In our fast paced world, it can be difficult to always think before we act. How do you accomplish this? How did you develop this skill?
14.	I have done dishonest things in the past that I now regret.	F	Most of us have slipped up in one aspect of our lives or another, we have not always been as honest as we would have liked. How have you avoided this?
27.	I always consider other people's feelings.	T	With the volume of information and data that we deal with day to day and minute to minute, how do you accomplish this? Why is this so important to you?
28.	I have done things in anger that I have later regretted.	F	What have you put in place to avoid this very common pitfall? What prompted you to do this?
41.	If I make a mistake, I always admit it..	T	Most people work really hard to avoid negative attention. What allows you to be different?
42.	Sometimes at work, I just don't feel like doing anything.	F	Most of us struggle to stay motivated and on task all of the time. What have you found that allows you to do this? Have you always been this way? Give me a specific example where you have used this skill/practice in a work situation. What was the result?
55.	Sometimes I do not do my work as carefully as I should.	F	Quality of work should be important to everyone. How do you maintain this high level of attention to detail? How did you develop this skill? Give me a specific example where this vigilance to detail paid off.
56.	I have no bad habits.	T	This is an admirable statement. Why is this important to you?
69.	I never avoid unpleasant assignments at work.	T	Most tasks or projects that are assigned to us at work are important but not always a lot of fun to accomplish. How do you keep a positive outlook on even the difficult parts of your job? What was the least favorite part of your past positions? Please give me the specifics about what the task was and how you prioritized it.
70.	I have never done anything in anger.	T	Most of us get upset with something or someone on occasion. How do you keep this from escalating to a negative reaction?
83.	I have never said bad things behind a friend's back.	T	This is an admirable statement. What do you do if you hear other people doing this? Please give me an example. What was the result?
84.	At times I put some things off until the last minute.	F	Most of us do not procrastinate on purpose. What have you put in place to avoid this completely? How does that work? Give me a recent example where you have put this into practice. What was the result?
97.	If I receive too much change, I always give it back.	T	This is an admirable statement. Do you think most people are in agreement with this perspective? Why or why not?
98.	I obey all the rules all the time.	T	Rules are important, but are there any exceptions? How important is it to you that everyone follows the rules?
111.	I always stop to think before I act.	T	This is an admirable quality. What prompted you to adopt this behavior? How do you maintain this focus? Give me a recent example. What was the outcome?

112.	I do not tell people about some of the things that I have done.	F	Most of us have a secret or two about our past behavior or actions. How have you achieved this level of trust, candor and comfort with your actions and sharing them with others?
125.	I don't tell lies, even to gain an advantage.	T	This is an admirable statement. Do you think most people feel this way? Why or why not?
126.	I have never put anything off until the last minute.	T	Some tasks are more fun than others. What structure do you put in place to prioritize and insure that nothing slips through the cracks? Please give me a recent example.
139.	I am never short tempered or grouchy.	T	This is an admirable statement. What have you put in place to avoid these pitfalls?
140.	I never listen to dirty jokes.	T	This is an admirable statement. What do you do when someone makes an inappropriate statement or starts a risqué story or joke? Have you done this recently? What was the result?