**TriMetrix Dimensional Balance Graph Interview & Discussion
Questions and Best Practices for Debriefing**

\*\*Two Reminders:

1. Assessment Results Count for Less Than 30% of Any Management Decision .
Keep In Mind [The Five Areas of Job Fit.](https://www.pricelessprofessional.com/images/FiveAreasofFit_2024.jpg)
2. Also reference the [interview questions](https://suzies-hard-drive.s3.amazonaws.com/Focus_on_Fit_Interview_Questions_2024rev1.pdf) available for each area, Personal Skills, Motivators and Interests and Behaviors, measured in TriMetrix.

**Lower Clarity on Empathetic Outlook:** *(Scores between 40 to 60 and/or below the mean; or with a bias that might not match what the job needs.)*

1. Give me an example of when you identified with someone else's difficulties at work. What, if anything, did you do to help them?
2. Give me an example of when you went out of your way to help someone. What were your thoughts and feelings about that situation?
3. Describe ways you can show others you care about them, yet do not compromise the needs and requirements of the overall organization.
4. If we were to talk to past clients and past managers, how would they describe your listening skills? Would your past clients describe you as a good listener? What specific examples can you provide that demonstrate this?
5. Describe a time when you had to deliver difficult news to a client. What did you say? How did the client react? What was the outcome?
6. Describe a difficult client situation – a client who seemed to always complain and have problems. How did you handle the situation? What specifically did you do? What was the outcome?
7. What do you do to understand a client or prospects or employee’s behavior, motivations, and feelings?
8. Describe a time when you had to work with someone who had a different perspective or background from yours. How did you ensure effective communication and collaboration?
9. Tell me about a situation where you had to build rapport with a difficult colleague or client. What steps did you take?
10. Can you give an example of a time when you misinterpreted someone's needs or intentions? How did you handle the situation, and what did you learn from it?
11. Share an experience where you had to put yourself in someone else's shoes to understand their point of view. How did this influence your actions?
12. Describe a situation where you had to mediate a conflict between two team members. What approach did you take, and what was the outcome?

**Lower Clarity on Practical Thinking:** *(Scores between 40 to 60 and/or below the mean; or with a bias that might not match what the job needs)*

1. Give me an example of a project that you have completed and the outcome. Please give me the most essential components of that project that played the biggest role in its completion.
2. Tell me about a time when you missed a deadline. What were the consequences? What did you do differently the next time you faced a deadline?
3. Have results ever been less than stellar for a project you've worked on? What caused the results to be less than great? How did it happen?
4. Give me an example of a time when you really procrastinated before getting started on something. How did you get started? Did you complete that goal or project?
5. Give me an example of a time when you were able to focus your efforts on a single goal. How were you able to do that?
6. How would you approach a new task that you’ve been assigned without being given much direction?
7. How are you finding new and more efficient ways to do things? Can you provide a specific example?
8. Tell me about a time when you were faced with a complex problem that required a practical solution. How did you approach it?
9. Describe a project where you had to balance competing priorities. How did you ensure that practical considerations were not overlooked?
10. Can you provide an example of a situation where you had to decide with limited resources? How did you ensure the decision was practical and effective?
11. Explain a time when you had to adapt your approach to a task or project due to unforeseen circumstances. What practical steps did you take?
12. Describe a situation where you had to simplify a complicated process or idea. How did you make it more practical for others to understand or implement?

**Lower Clarity on Systems Judgment:** (*Scores between 40 to 60 and/or below the mean; or with a bias that might not match what the job needs)*

1. What system do you have in place to ensure that longer-term projects and goals are accomplished within the time frame that you have set?
2. Describe a plan you've developed for something you are currently working on. What are the most essential components of that plan...the things that must be accomplished or the plan won't work?
3. What is the biggest strategic opportunity you have successfully identified and accomplished in your life? Describe the largest strategic opportunity you have ever missed. What did you fail to see? Why do you think you missed it?
4. Give me an example of a specific plan you developed that was deemed successful or improved a situation.
5. Give me an example of how you approach a complex or difficult problem.
6. How are you creating policies and procedures? Can you provide a specific example?
7. Describe a time when you had to assess the impact of a decision on a larger system, such as a department or organization. What factors did you consider?
8. Tell me about a situation where you identified a potential problem within a process or system before it became an issue. How did you address it?
9. Can you give an example of a time when you had to make a decision that affected multiple teams or departments? How did you ensure that your judgment was sound?
10. Share a time when you had to weigh the long-term effects of a decision against the immediate benefits. What did you decide, and why?
11. Describe a scenario where you had to evaluate the effectiveness of an existing system or process. What changes did you recommend, and what was the outcome?

**Lower Clarity on Sense of Self: *(****Scores between 40 to 60 and/or below the mean; or with a bias that might not match what the job needs. See Positive Bias questions, below. \*\*)*

1. How do you react when confronted with personal criticism? Constructive criticism?
2. Give me an example of a time when you were faced with taking the initiative in the face of a mounting tide of adversity or criticism. How, exactly, did you move past it?
3. Tell me about a time when you received constructive criticism. How did it impact your self-perception, and how did you respond?
4. Describe a situation where your confidence was tested. How did you manage your emotions and stay true to your values?
5. Can you provide an example of a time when you had to advocate for yourself or your ideas? How did you approach it, and what was the result?
6. Share an experience where you had to overcome self-doubt to achieve a goal. What strategies did you use to maintain your focus and confidence?
7. Describe a time when you had to reflect on your personal strengths and weaknesses. How did this self-awareness influence your actions?

**SENSE OF SELF WITH A POSITIVE BIAS:**\*\*If they have Positive/Arrow Up or Neutral Bias – Ask These Questions to Determine if S/He is Coachable & Open to Learning\*\*

1. Tell me about a time you received feedback from your manager. How did you respond to that feedback, and did you apply the feedback?
2. Share your personal and professional goals. (Listen to determine if continuous learning and growth are a part of the goals.)
3. Describe a challenge you undertook in your current or former job and what you learned from it.
4. Can you describe a time when you encountered a situation or task that was outside of your comfort zone? How did you approach it, and what did you learn from the experience?
5. Tell me about a time when you changed your approach to a task or project based on feedback or new information. What was the outcome?
6. Describe an instance where you sought out advice or mentorship to improve in an area you felt less confident in. How did you apply what you learned?
7. Can you share a situation where you realized you needed to develop a new skill or improve an existing one? What steps did you take to achieve this?
8. Tell me about a time when you disagreed with feedback or a suggestion. How did you handle the situation, and did your perspective change over time?
9. Tell me about the last book you read or seminar you attended. What was it? What were two important ideas you have learned? How did you put these things into practice?
10. Describe for me how you have invested in your own professional growth in the last 12 months.

**Lower Clarity on Role Awareness: (***Scores between 40 to 60 and/or below the mean; or with a bias that might not match what the job needs)*

ASK ALL SIX OF THESE QUESTIONS TO REVEAL WHTHER ROLE AWARENESS IS TEMPORARY OR LONG-STANDING:

1. Describe what you do in your current job. Share specific examples of how you add value in that job.
2. What jobs have you enjoyed the most? Why? Please share specific examples of what you enjoyed.
3. What jobs have you enjoyed the least? Why? Please share specific examples of what you disliked.
4. Give specific examples of past environments you worked best in.
5. Give specific examples of past environments that did not work well for you.
6. What kind of responsibilities would you like to avoid in your next job? Why?

Additional Role Awareness Interview Questions:

1. Tell me about a time when you had to clarify your role within a team or organization. How did you ensure that everyone understood your responsibilities?
2. Describe a situation where you had to take on a new role or additional responsibilities. How did you adjust to these changes?
3. Can you give an example of a time when you felt your role was not clearly defined? How did you navigate this situation?
4. Share an experience where you had to collaborate with others whose roles overlapped with yours. How did you ensure that responsibilities were managed effectively?
5. Describe a time when you had to step outside of your typical role to support a team or project. What challenges did you face, and how did you handle them?

(Coaching question only) Tell me what all your life roles are? Do you feel you fulfill those roles well? Where do you feel you succeeded? Fall short?

**Lower Clarity on Self-Direction*:*** *(Scoring between 40 to 60 and/or below the mean; or with a bias that might not match what the job needs)*

1. As part of our reference checking, we will contact your former manager at some point. What will he/she tell us about your capacity as a self-starter? What examples do you think your former manager will use to illustrate his/her point?
2. Can you tell me where you see yourself in five years? One year? Six months? What will you do or need to do to ensure those goals will be met?
3. How would you handle a situation where your plans have been called into question?
4. How do you handle a situation that may get in the way of your plans?
5. Tell me about a time when you set a personal or professional goal and faced obstacles. How did you stay motivated and on track?
6. Describe a situation where you had to take the initiative to achieve a result. What steps did you take, and what was the outcome?
7. Can you provide an example of a time when you had to prioritize your tasks or goals? How did you ensure that you stayed focused and aligned with your objectives?
8. Share an experience where you had to make a significant decision on your own. What factors did you consider, and how did you stay true to your direction?
9. Describe a time when you had to adjust your course of action based on new information or circumstances. How did you ensure that you remained self-directed and goal-oriented?

**Debriefing Best Practices:**

1. Give them the results in advance along with the prework – Guidelines and Debrief Video [www.pricelessprofessional.com/myassessment](http://www.pricelessprofessional.com/myassessment)
2. Opening Questions on First Call:
	1. What do you want to make sure we cover today? What would make this a good call?
	2. Get To Know You Better:
		1. Tell me a little bit about how you got here. Tell me about your journey.
		2. Let’s make a list of your strengths -what do you know? What have people told you?
		3. What are one or two growth areas that are important right now?
3. Go to the Assessment – share based upon things they shared with you in question 2.
4. Use TriMetrix University at www.pricelessprofessional.com and our Memory Jogger Cards to help them understand their strengths and potential Over-do’s.
	1. Dimensional Balance Page Graph <https://wakeupeager.s3.amazonaws.com/DBPG_Acumen_MJCard_2021.pdf>
	2. Workplace Motivators/Top Interests <https://wakeupeager.s3.amazonaws.com/Motivators_MJCard_2021.pdf>
	3. Motivators In Crisis - <https://wakeupeager.s3.amazonaws.com/Motivators_in_a_Crisis_2021.pd> f
	4. Coaching DISC Styles - How to Adapt <https://wakeupeager.s3.amazonaws.com/DISC_CommunicationTips_MJCard_2021.pdf>

**Basic Steps for Talking About an Individual’s Dimensional Balance Page Graph:**

* Before the discussion, follow up the six step process outlined on the [Dimensional Balance Page Graph Flashcard](https://wakeupeager.s3.amazonaws.com/DBPG_Acumen_MJCard_2021.pdf), side 1.
* Go through each of the six dimensions with the respondent, focusing first on their clarity and then bias and intensity of each dimension. It may be easiest to work from the outside world to the internal world.
* For the external world, start with their strongest dimension, in terms of clarity, and work your way to their lowest scoring area. For the internal dimensions, it is easiest to work from left to right.
* **Think about that individual’s specific goals and role**. Ask questions about the level of clarity and emotional bias/orientation - in areas that could be hindering progress.
* Ask how they feel this manifests itself in their life.
* What is the impact on their personal and professional lives? Is this an area they would like to focus on for future development?