Indicator 1-8: Realistic vs. Idealistic Orientation

- When working with colleagues or clients, did you ever experience a situation where you were certain of the preferred path forward, but the person behaved unpredictably? Describe the interaction.
- How do you manage situations at work where colleagues may be set on pursuing ideas that are fanciful, vague, overly optimistic, or unlikely to happen?
- How would you coach a colleague who appears to be strongly affected by "what should have happened" or "how it should be" following an event or process that has already concluded?
- Give an example of where what "should" happen at work (name a role-related challenge) differs from what has happened and how you approach that challenge.
- How do you manage situations where colleagues or customers make assumptions about how a process should go when you believe they are unrealistic?
- How do you manage situations where colleagues or customers refuse to listen to possibilities, alternatives, and potential approaches?
- How do you manage letdown or disappointment when interactions do not go as planned?
- Describe a situation where your expectations for an outcome of an interaction or process changed from the initial expectations. How did you recalibrate to stay effective?
- Describe what you expect to experience with this role in the short and long term. (Regarding daily expectations, career goals, and progress in this organization.)
- Can you think of a time when your efforts were not recognized or appreciated appropriately? How did this happen, and what was the result?
- How would you describe your expectations for (name a specific task/process in this role) and the support you'll receive from the organization and your team to accomplish this task/process?

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