Indicator 2-3: Self-Accepting or Self-Criticizing

- How do you balance self-assessment with maintaining confidence in your work? Can you provide an example of how this balance has influenced your job performance?
- Can you share when you had to adjust your performance expectations in a challenging work situation? How did you ensure your expectations didn't impact your work negatively?
- Describe your expectations for your performance when asked to maintain high-quality work while meeting deadlines and team expectations.
- How do you evaluate the feedback you receive at work? Can you provide examples of positive and negative feedback you have received regarding your performance?
- Can you describe a time when delivering feedback in the workplace did not go as planned? What did you learn from that experience, and how did you handle it moving forward?
- Can you share an instance where your feedback significantly improved a work process or outcome? How did you approach the situation?
- Have you ever received unfair, too-picky, or unpleasant feedback in the workplace? How did you evaluate this, and what was the outcome?
- How would you respond to unsolicited feedback from a supervisor/co-worker/direct report?
- Describe a situation in which a (vendor, client, or end-user) reviewed, evaluated, or complained about your performance in a way you felt was inaccurate. How did you respond, and what was the outcome?
- Give an example of effective constructive criticism you have received on the job. How did you determine the criticism was accurate and actionable?
- What feedback or criticism on the job have you remembered the longest? How have you incorporated this into your ongoing performance?
- Do you feel the pursuit of continuous improvement on the job affects a person's attitude positively or negatively, and why?
- How do you assess when to stay in a challenging work situation versus seeking new opportunities? Can you provide an example?
- How do you handle situations where feedback is unpleasant or counterproductive? Can you provide an example of how you navigated such a situation?
- When faced with setbacks or mistakes at work, how do you approach learning from them and moving forward?
- How do you navigate giving and receiving critical feedback in a team setting where there might not be privacy, and the entire team would observe the feedback process?
- How do you manage self-expectations and avoid burnout while maintaining high performance in your work?
- How would you manage a situation where you disagree with the feedback you received?
- If you received conflicting feedback from multiple sources, how would you prioritize the information?
- What steps do you take to encourage others to give you feedback on your performance?

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