



IMPACT Hiring Solutions

Searching Training Benchmarking

Demonstration of High Initiative

This role requires a high level of personal proactivity and initiative. Could you share a few examples where you've demonstrated tremendous self-motivation, initiative, and proactivity.

Given what you now know about our expectations in this role, how would you see applying your level of self-motivation and initiative in achieving our key success factors? In what areas do you think you would need to demonstrate the most initiative?

For most roles, proactivity and initiative are the governors/limiters of exceptional performance. Proactive individuals do the work others procrastinate or shy away from. Get a number of examples in different environments of personal self-motivation, proactivity, and initiative over a long period of time. Share an example of how the best performers in this role demonstrate their initiative. You might also consider giving an example of how you personally demonstrate initiative in your role.

Magnifying Glass: High Initiative

- How do you define initiative
- Prime examples of taking initiative – try to get at least 3
- How far down did you “zoom” on the project
- What part did you not want to do
- What aspect of the project gave you the most pleasure – the least
- How have you exceeded others expectations in proactivity and initiative
- What personal sacrifices did you have to make
- What types of work or projects do you demonstrate high proactivity
- What have you done to improve or boost your level of proactivity and initiative
- How is their initiative applied – in coaching, following through, and in sales/marketing
- Where did the candidate show initiative around the type of work they liked least
- Are the examples of initiative and proactivity appropriate for the success factors for this position
- Awards/Recognition

0 <i>Less Than Required</i>	1 Meets Requirements	2 Exceeds Requirements	3 Greatly Exceeds Requirements	<p style="text-align: center;">SCORE</p> <p style="text-align: center;"> 0 1 2 3 <input style="border: 1px solid red;" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p>
Inconsistent or weak examples. Mediocre proactivity and initiative. Not a fit with level required by this position.	Solid level of consistent proactivity and initiative. Good examples. Consistent with level required for the position.	Excellent examples of high proactivity and initiative. Occasionally goes beyond the call of duty. Consistent with high performing employees.	Frequently goes above and beyond expectations in demonstrating proactivity and initiative. Will rank in top 5% given history of proactivity and initiative.	
