

LEADERSHIP RHYTHM DOWNLOAD

Hiring Interview Guide

Interview questions built to identify humility, effort, coachability, resilience, and growth posture.



Use this tool during real shifts, not just training meetings. Print it, write on it, and return to it until the habit becomes normal.

Character & Values

- Tell me about a time you had to do the right thing even when it was hard.
- What does integrity mean to you? Can you give me an example from your life?
- How do you handle working in an environment that has strict standards about language and conduct?

Teachability & Growth

- This company has a goal of building focused, accountable teams that follow strict processes. If these do not come naturally, you will be expected to change and grow. Do you want to grow as a person, or are you good with who you are?
- Tell me about a time you received feedback that was hard to hear. What did you do with it?
- What is something you are not good at that you are actively working to improve?

Resilience & Attitude

- Tell me about a time you failed at something. What happened, and what did you learn?
- When things get stressful and fast-paced, how do you respond?
- What does “Find a Way” mean to you?

Vision & Future

- Where do you want to be in one year? In five years?
- What kind of environment do you do your best work in?
- What is the most important thing you want from this job beyond a paycheck?

Closing Statement to Candidate

“At Brenz, we are going to invest in you. We are going to teach you. And we are going to hold you to a high standard - because we believe you are capable of meeting it. This is a place where people grow. If that excites you, you’ll thrive here.”

Candidate Notes
