

## Alternatives to Common Interview Questions

Common questions re-framed to better support equity-deserving candidates.

Common Question	Proposed Alternative	Competency
What is your biggest weakness?	<b>Open-Ended</b> What are your strengths? What is an area of development that you have and how are you working on improving?	Self-awareness
What accomplishment are you most proud of in your career so far?	<b>Behavioural</b> Give an example of a goal you reached and how you achieved it.  <b>Situational</b> You are given a project to coordinate for the team. You are tasked with creating an event to take place in 2 months. How would you go about managing this project, setting and tracking timelines, and communicating with the team?	Goal-setting and prioritization
How do you handle disagreements with your colleagues or peers?	<b>Situational</b> You believe strongly in a recommendation you made in a working group, but most of your peers do not agree. What would you do in this situation?	Conflict resolution
What is your knowledge of equity, diversity, inclusion, and access and how do you incorporate that into your work?	<b>Situational</b> What does equity, diversity, inclusion, and access mean to you?? How do you see yourself demonstrating the principles of equity, diversity, access and inclusion in this position?	EDIA