

Sample Diversity Interview Questions for Staff Positions

University staff should be able to demonstrate cultural competency and awareness of diversity and inclusion issues. The following are examples of questions that hiring managers can ask potential candidates to measure whether they meet the essential functions of the job relating to cultural competency.

1. We expect a high level of performance from everyone at UW, no matter their position. We empower each other and value our diversity, celebrate and reward our success. What is your model of success and how will you fit into this culture?
2. Please describe how you would work to create and contribute to a campus environment that is welcoming, inclusive and increasingly diverse.
3. What opportunities have you had working and collaborating in diverse, multicultural and inclusive settings?
4. What is your definition of diversity? How do you encourage people to honor the uniqueness of each individual? How do you challenge stereotypes and promote sensitivity and inclusion?
5. Tell us about a time when you had to work with someone who had the direct opposite personality of yours.
6. Give an example of how you honor commitments and describe a time when you were asked to compromise your ethics. What did you do? What would you do in the future?
7. How has your current or previous employer benefited from multiculturalism?
8. Describe a situation in which you encountered a conflict with a person from a different cultural background than yours. How did you handle the situation? (Please be specific.)
9. Describe a situation in which you utilized your multicultural skills to solve a problem.
10. Tell us about a time you took responsibility/accountability for an action that may have been offensive to the recipient and how you did that.
11. Talk about a time you had to abide by a policy that you did not personally agree with.
12. Describe a time when you needed to work cooperatively with someone that did not share the same ideas as you.
13. Give an example of a time when you had to make an adjustment to your personal style in order to successfully work with a coworker.
14. Give an example of a time when you could not be tolerant of another person's point of view.
15. How would you work with people under your supervision to foster a climate receptive to diversity?
16. Talk about a time that you successfully adapted to a culturally different environment.
17. What have you done to further your knowledge about diversity? Have you included diversity in your professional development? How have you demonstrated what you have learned?
18. When interacting with a person from a different culture than your own, how do you ensure that communication is effective?

Sources:

<http://www.shrm.org/templatestools/samples/interviewquestions/pages/diversity.aspx>

<http://www.pdx.edu/hr/sites/www.pdx.edu.hr/files/Interview%20Questions%20Regarding%20Diversity.pdf>