

# Korn Ferry Interview Architect™ Interview Notes (Stallers and Stoppers)

|                    |                          |
|--------------------|--------------------------|
| Candidate: _____   | Competency: _____        |
| Interviewer: _____ | Question #: _____        |
| Position: _____    | Date of interview: _____ |

## Main points/situation:

### Structured probes:

**Actions:** *How did you approach it? How did you do it? (Listen for specific action steps.)*

**Thinking:** *Why did you choose to do it that way? (Listen for rationale and consideration of alternatives.)*

**Outcome:** *What was the result? What was the impact?*

**Learnings:** *What did you take away from this? What is the relevance? (Listen for principles or patterns.)*

**Application:** *Describe a time when you used those lessons in a different situation.*

### Reference Korn Ferry Interview Architect™

A problem:                       1                       2                       3                       4                       5

Not a problem:                       1                       2                       3                       4                       5

**Overall staller and stopper rating:** *Where would you rate this person on this staller/stopper?*

|  |   |   |   |   |
|--|---|---|---|---|
| <input type="checkbox"/> <b>1</b><br>Not a problem | <input type="checkbox"/> <b>2</b><br>Probably not a problem | <input type="checkbox"/> <b>3</b><br>Not sure | <input type="checkbox"/> <b>4</b><br>Probably a problem | <input type="checkbox"/> <b>5</b><br>Definitely a problem |
|--|---|---|---|---|