

14 Interview Questions to Ask When Recruiting for a Growth Mindset!

Enterprise Recruitment Ltd



3 reasons why recruiting growth-minded employees will drive your business forward:

1 Adaptability & Problem-Solving

Growth-minded employees embrace challenges, adapt to change, and continuously seek solutions, making them invaluable in fast-evolving industries.

2 Continuous Learning & Development

They proactively upskill, stay ahead of industry trends, and contribute to innovation, ensuring your team remains competitive.

3 Resilience & Motivation

Instead of being discouraged by setbacks, they see failures as learning opportunities, maintaining high performance even under pressure.

Example Questions



What's a professional failure you've experienced, and what did you take away from it?

Purpose: Growth-minded candidates view failure as a learning experience rather than a personal limitation.

Can you tell me about a time you faced a significant challenge at work? How did you approach it, and what did you learn?

Purpose: This helps reveal if the candidate sees challenges as opportunities for growth or something to avoid.





Describe a situation where you had to learn something new to succeed. How did you handle it?

Purpose: Growth-minded individuals embrace learning and effort, while fixed mindset candidates may shy away from new challenges

How do you respond when you receive negative feedback or criticism? Can you give an example?

Purpose: This reveals their openness to feedback and ability to turn it into an opportunity for improvement.



How do you keep improving in your job?
What strategies do you use to develop new skills?

Purpose: This looks for a proactive approach to self-improvement and continuous learning

Tell me about a time when you didn't have the answer to a problem right away. How did you work through it?

Purpose: This tests problem-solving skills and persistence, traits of a growth mindset.



What role does effort play in success, in your opinion?

Purpose: Candidates with a growth mindset believe that effort is a path to mastery, while fixed mindset individuals might undervalue effort.



Can you describe a time when you had to adapt to significant changes at work? How did you approach the situation?

Purpose: Growth mindset individuals embrace change as an opportunity to learn and adapt.



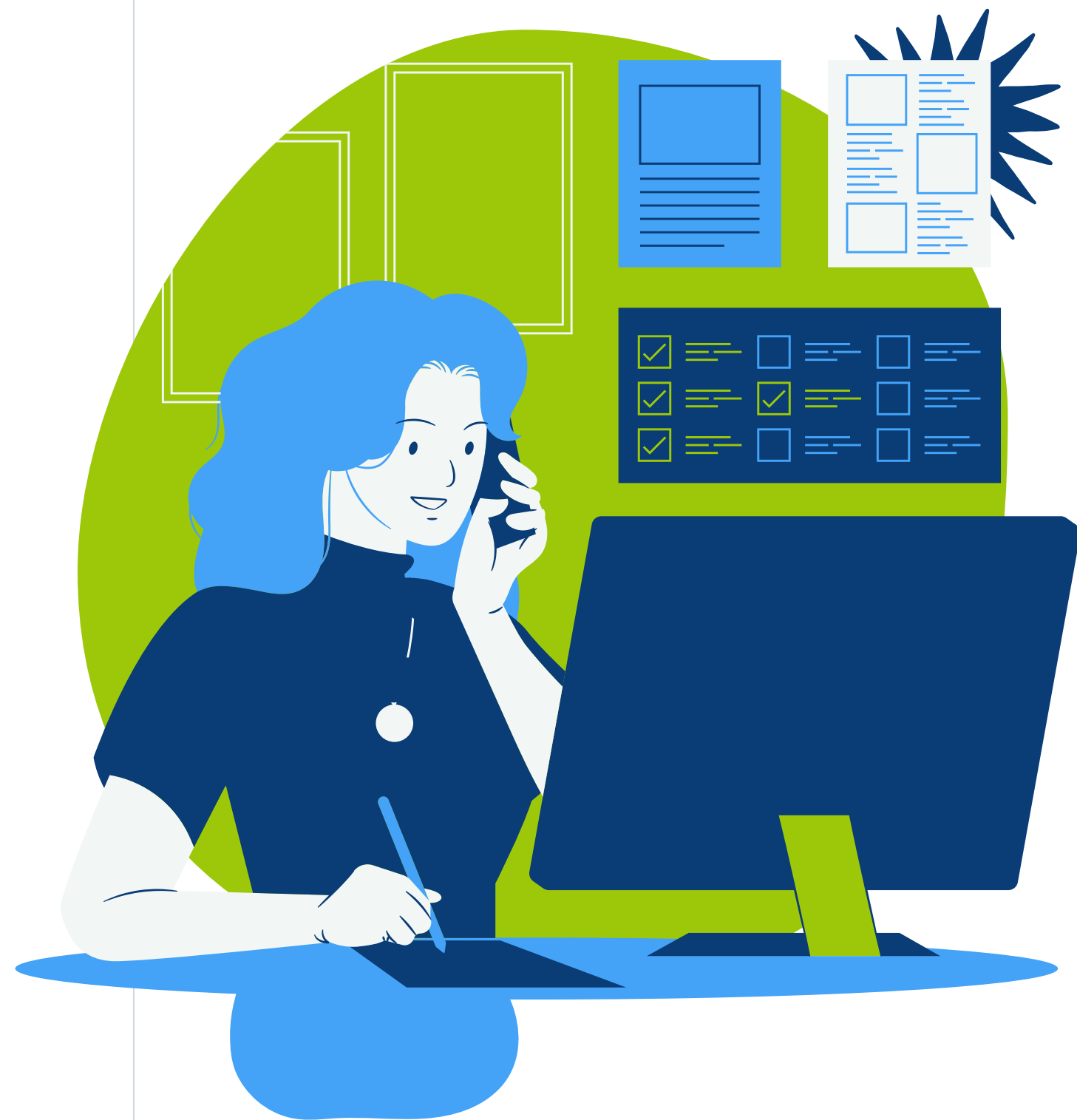
What's the most important lesson you've learned from a mistake or failure?

Purpose: A candidate's answer will show if they see mistakes as a part of growth rather than something to be avoided.

How do you handle working with colleagues who have different ideas or approaches?

Purpose: Growth mindset individuals value collaboration and are open to different perspectives, while fixed mindset individuals may resist differing viewpoints.





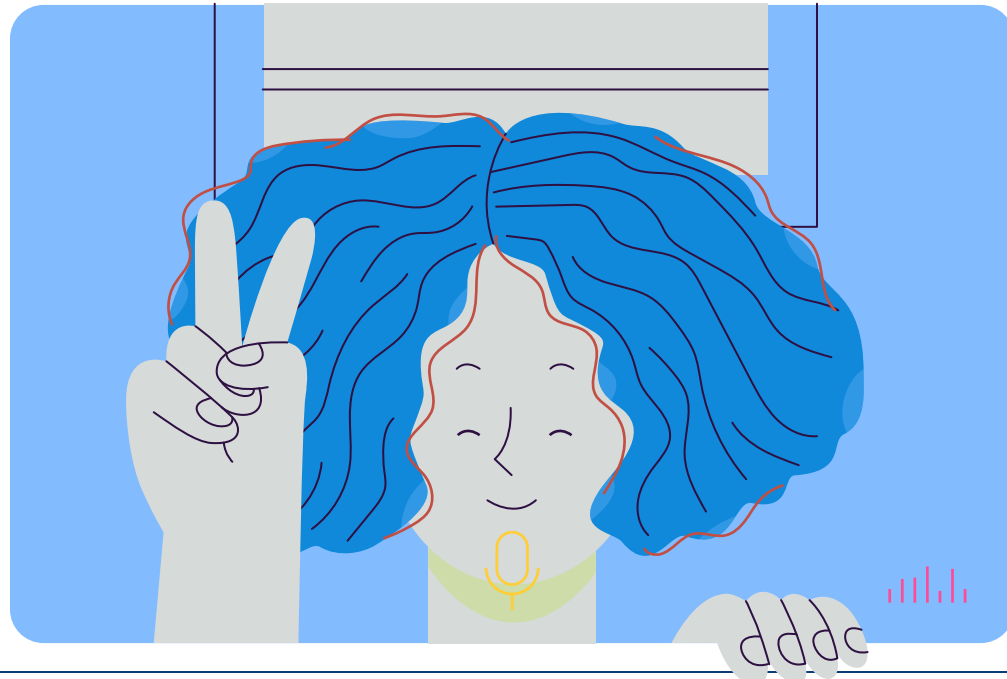
Are you into personal development outside of work? If so, what's the latest book you've read or podcast you've listened to?

Purpose: Those with a growth mindset are curious, they value learning and prioritise self-development

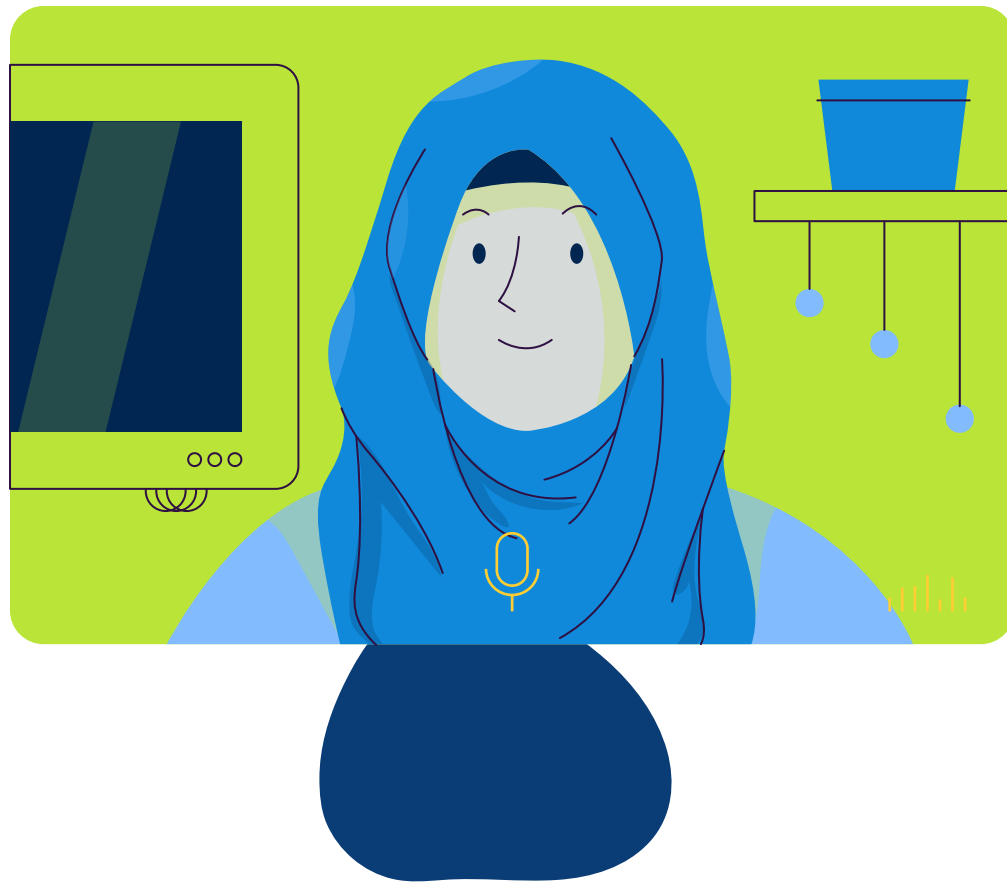
What would you say is your biggest area for improvement?

Purpose: A great way to gauge the candidate's level of self-awareness.

When did you last step out of your comfort zone? And what did you learn about yourself in that process?



Purpose: Those with a growth mindset proactively seek opportunity to step out of their comfort zone and see the value in embracing discomfort. They also take time to reflect on their progress and learnings as a result.



When did you last experience a curve ball in work or in Life, and what did you learn from it?

Purpose: Their answer will be a great measure of their response to adversity and unexpected events. Are they a candidate who sees an opportunity to learn even from tough times?

Get in touch for more information!

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