

## KIRA TALENT QUESTIONS

### Questions About You

1. Tell us about yourself.
2. How would you describe yourself.
3. Give us your elevator pitch in 60 seconds.
4. How do you work under pressure?
5. Is there anything about you that hasn't been covered in your dental application? Tell us about it.
6. If you were to ask a close friend, spouse or a family member to describe you, how do you think they would do that?
7. Tell us about one of your favorite hobbies and why it is important to you?
8. What three terms would you use to describe yourself?
9. How would you want to be remembered once you graduate?
10. Tell us about the most important thing you've learnt from your career.
11. Tell us about three qualities of yours that you think have helped you progress professionally.
12. What is your most impactful contribution to society?

### Motivation-based Questions

1. Why do you want to pursue dentistry?
2. Why do you want to attend our program?
3. What are you expecting to learn during your dental program?
4. Why do you think it's the right time to attend a dental program for you?
5. What are your short- and long-term career goals?
6. How do you think a dental school will help you reach your goals?
7. Tell us about the top three factors that convinced you to apply for our dental program.
8. Tell us three reasons we should offer you a seat in our dental program.

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9. If you get an admission, what will be your biggest challenge during the first year of your program.
10. How do you think you can add value to the class and your cohort?
11. What makes you stand out from the rest of the applicants?

### **Behavioral Questions**

1. Tell us about an ethical dilemma you faced.
2. Would you say most people act out of self-interest or altruism?
3. Tell us about a bias that you had to overcome to succeed.
4. When was the last time you stepped out of your comfort zone?
5. Tell us about a piece of advice that you offer to others but struggle to follow yourself.
6. What inspires you to get out of bed every day?
7. If you had an extra hour every day, what would you use it for?
8. If you were to give advice to your 18-year-old self, what would it be?
9. If you could go back in time and change something in the past, what would it be?
10. What were you like 5 years ago and how are you different today?
11. Tell us about an innovative idea that you helped implement.
12. Tell us about a time when you tried to pursue something and then suddenly had a change of heart. How did you deal with it and made the transition?
13. Tell us about a time when you were unhappy with your performance at work. How did you address it?
14. Describe a time when a failure ended up leading you to success.
15. Tell us about your most significant achievement.
16. Tell us about your biggest strength/weakness and why?
17. Tell us about the biggest challenge you've faced?
18. What was the hardest piece of news you ever had to deliver?

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19. How do you manage to work effectively under pressure?
20. Tell us about a time when you were overwhelmed with work pressure. How do you handle it?
21. How do you handle a failure?
22. How do you handle a situation when you know you've made a mistake?
23. Tell me about a time when you had to make a quick decision? What were the circumstances and what did you do?
24. Describe an accomplishment that has given you the most satisfaction
25. Tell us about a time when you made an unpopular choice. How did you implement the decision?
26. Have you ever postponed a decision? Why?
27. Tell us about a time when you had to make a quick decision.
28. What is your risk tolerance? Did you ever make a risky decision? Why? How did you handle it?
29. Tell us about a time when you went above and beyond the call of duty? If so, how?
30. Tell us about a time when you were multitasking. How did you prioritize your projects?
31. Tell us about a time when you delivered something under tight deadlines. How do you manage the stress?
32. Have you ever been in a conflict with a co-worker or a boss? How do you manage conflicts at work?
33. Tell us about a time when you went above and beyond the call of duty to help a client or a colleague at work?
34. Tell us about a time when you led a team.
35. How would you define successful leadership?
36. Tell us about a time when you worked successfully as a part of a team at work.
37. Tell us about a time when you challenged the status quo.
38. Tell us about a time when you had to revitalize a stagnant team.

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39. Tell us about a time when you needed more hands on the deck. How did you ask for help?
40. Tell us about a time when you had to make an unconventional choice. How did you convince your team about it?
41. Tell us about a time when you had to adapt to a new culture, environment or work style.
42. When was the last time that you stepped out of your comfort zone?
43. Do you believe that social responsibility should always be prioritized over making a profit? Why or why not?
44. According to you, what is the biggest challenge technology has posed to us today?
45. According to you, what is the biggest challenge your industry is facing in today's times?
46. According to you, what is the biggest social issue in dentistry we're facing today?
47. Tell us about a book, movie, song, person or event that has influenced you the most in your life.
48. Who is your role model and why?
49. Tell us about the most played song on your phone.
50. How would you explain Instagram/Facebook/LinkedIn to your Grandma?
51. Tell us about your most significant achievement.
52. Tell us about a time when you successfully achieved your targets and how?
53. Tell us about a time when you failed to meet your targets. How did you handle this situation?
54. How do you manage to work effectively under pressure?
55. How do you handle the situation when you make a mistake?
56. Have you ever been in a situation where you were underworked?
57. Can you recall a time when you went above and beyond the call of duty? If so, how?

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58. Tell us about a time when your schedule was interrupted? How did you handle it?
59. Have you worked on multiple projects simultaneously? How did you prioritise?
60. Tell me about a time when you had many tasks you had to work on at the same time. How did you prioritize?
61. Have you ever delivered something under tight deadlines? How do you manage the stress?
62. Tell us about a long-term project that you led. Were you able to stick to the timelines and the budget?
63. Have you ever convinced a team to work on an assignment they weren't enthusiastic about? How did you convince them?
64. Tell us about a time when you had a conflict with a co-worker and how you handled it?
65. How do you handle disagreements with a co-worker?
66. Have you ever handled a difficult situation with a senior or someone in the leadership? How did you tackle that situation?
67. Tell us about a time when you felt your boss made a poor call. Then, please explain how you would have done it differently.
68. Tell us about a time when you had to multitask and how you handled it.
69. Tell us about a time when you lead a team.
70. Tell us about a time when you had to revitalize a stagnant team.
71. Tell us about a time when you challenged the status quo.
72. Tell us about a time when you needed more hands on the deck. How did you ask for help?
73. Tell us about a time when you had to make an unconventional choice. How did you convince your team about it?
74. Tell us about a situation where you received push-back. (Follow up!) Now tell us about an instance when you pushed back.
75. Recount a difficult conversation you had at work. (Follow-up:) How did you handle the conversation?

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76. Tell us about how you build relationships at the workplace.
77. Tell us about a time when you were given constructive advice. How did you implement it?
78. Tell us about a time when you mentored someone. What's your mentorship style?
79. Tell us about the time when you're team's morale was low? What did you do?
80. Tell us about the constructive feedback you used? How was it useful to you? Why do you think it constructive feedback is important?
81. You saw a patient yelling at the fellow student, what will you do about it?

### **Which I like to say, "Classic"**

1. Tell us about a time when you overcame a difficult challenge.
2. Describe one of your favorite hobbies and why it is important to you.
3. How do you work under pressure?
4. What is your greatest strength and weakness?
5. If we asked a close friend or family member to describe you, what would they say?
6. What does "leadership" mean to you?
7. What professional skills do you excel in?
8. What did you have for lunch/dinner?
9. What is your best achievement?
10. Describe a recent dream you had.
11. Do you agree that most people act out of altruism rather than self interest?
12. Tell me about something funny that happened to you recently.
13. Tell us about a time your had to collaborate with others. What qualities do you think are needed for strong teamwork to take place?
14. What is your most significant accomplishment?

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15. Tell us about a time when you had to defend an unpopular idea or opinion. How did you make your voice heard, and what was the outcome?
16. What is your strategy when faced with a decision that must be made quickly?
17. Tell us something about yourself that isn't in your application materials.
18. What three terms would you use to define yourself?
19. Who is your role model?
20. Tell us about your greatest strength. How have you developed this strength and how has it helped you succeed?
21. What factors contributed to your decision to apply for a seat in this program? tell us about your top three.
22. Please tell me about an experience where you lead a team that consisted of a group of very different individuals.
23. What did you do to lead the team to accomplish the objective, and what was the outcome?
24. Outside of school and work, to what activity do you dedicate most of your time? Why is this important to you?
25. Which do you prioritize, social responsibility or profit? Why do you think one should be prioritized over the other (i.e., take a position and defend it)?
26. Tell us about a time when you had to come to a compromise with a colleague.
27. How would you explain social media (e.g., Instagram, Facebook, Twitter, etc.) to someone 80 years old?
28. What is the last book you read?/What is the most played song on your computer?/What is the last movie you saw?/Etc.
29. Tell me about a time when you went out of your way to help someone who wasn't a friend or family member.