

## Research Director Interview Questions

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| 1. Share your approach on teaching and mentoring undergraduate and graduate students in anthropology.  |
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| 2. Walk me through how you plan and direct research to characterize and compare the economic, demographic, health care, social, political, linguistic, and religious institutions of distinct cultural groups, communities, and organizations. |
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| 3. Describe what methods used to collect information and make judgments through observation, interviews, and the review of documents.  |
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| 4. Tell me about you apply traditional ecological knowledge and assessments of culturally distinctive land and resource management institutions to assist in the resolution of conflicts over habitat protection and resource enhancement.     |
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| 5. How do you explain the origins and physical, social, or cultural development of humans, including physical attributes, cultural traditions, beliefs, languages, resource management practices, and settlement patterns?                     |
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| 6. Share ways to collaborate with economic development planners to decide on the implementation of proposed development policies, plans, and programs based on culturally institutionalized barriers and facilitating circumstances.           |
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| 7. Describe what procedures used to apply systematic sampling techniques to ensure the accuracy, completeness, precision, and representativeness of individuals selected for sample surveys.   |
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| 8. Share an experience where you participated in forensic activities, such as tooth and bone structure identification, in conjunction with police departments and pathologists.  |
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| 9. Walk me through how you conduct participatory action research in communities and organizations to assess how work is done and to design work systems, technologies, and environments.   |
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| 10. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?  |
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| 11. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.   |
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| 12. Share an experience you had in dealing with a difficult person and how you handled the situation.  |
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| 13. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.) |
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| 14. Tell me how you organize, plan, and prioritize your work.  |
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| 15. What are some long-range objectives that you developed in your last job? What did you do to achieve them?  |
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| 16. Share an experience when you applied new technology or information in your job. How did it help your company?  |
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| 17. Give me an example of when you thought outside of the box. How did it help your employer?  |
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| 18. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.                          |
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| 19. Would you consider analyzing data or information a strength? How so?   |
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| 20. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?   |
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| 21. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?                  |
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| 22. Share a time when you successfully used scientific rules or methods to solve a problem at work.  |
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| 23. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)   |
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| 24. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?                         |
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| 25. Expound on your experience building geographic information systems (GIS) to record, analyze, and   |

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cartographically represent the distribution of languages, cultural and natural resources, land use, and settlement patterns of specific populations.

26. What have you found beneficial studying archival collections of primary historical sources to help explain the origins and development of cultural patterns?

27. Describe an experience where you advised government agencies, private organizations, and communities regarding proposed programs, plans, and policies and their potential impacts on cultural institutions, organizations, and communities.

28. What studies have you done to formulate general rules that describe and predict the development and behavior of cultures and social institutions?

29. Name a time when you organized public exhibits and displays to promote public awareness of diverse and distinctive cultural traditions.

30. Tell me about the last time when you enhanced the cultural sensitivity of elementary and secondary curricula and classroom interactions in collaboration with educators and teachers.

31. Expound on a time when you developed intervention procedures, using techniques such as individual and focus group interviews, consultations, and participant observation of social interaction.

32. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

33. Provide an example when your ethics were tested.

34. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

35. What kind of experience do you have in observing the production, distribution, and consumption of food to identify and mitigate threats to food security.

36. Describe an experience where you examined museum collections of hominid fossils to classify anatomical

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and physiological variations and to determine how they fit into evolutionary theory.

37. Walk me through how to Identify culturally specific beliefs and practices affecting health status and access to services for distinct populations and communities, in collaboration with medical and public health officials.

38. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

39. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

40. Name a time when you trained others in the application of ethnographic research methods to solve problems in organizational effectiveness, communications, technology development, policy making, and program planning.

41. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

42. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

43. Explain what process you used to analyze and characterize user experiences and institutional settings to assist consumer product developers, technology developers, and software engineers with the design of innovative products and services.

44. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

45. Name a time when your patience was tested. How did you keep your emotions in check?

46. Tell me about a time where you observe and measure bodily variations and physical attributes of different human groups.

47. Expound on your experience where you built and used text-based database management systems to support the analysis of detailed firsthand observational records or "field notes."

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48. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

49. What kind of experience you have Identifying key individual cultural collaborators, using reputational and positional selection techniques?

50. Have you ever gathered and analyzed artifacts and skeletal remains to increase knowledge of ancient cultures? What were your findings?

51. Tell me about how you create data records for use in describing and analyzing social patterns and processes, using photography, videography, and audio recordings.

52. Describe how you construct and test data collection methods.

53. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

54. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

55. Share an experience in which your willingness to lead or offer an opinion helped your company.