**Processo Seletivo dos EP’s Corporate**

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# Apresentação dos objetivos e das respostas aos problemas Encontrados

**Goals – model of selection for EP’s at distance:**

* Form of interviews
* Find tests
* Long distance activities

**Profile – we have to focus on:**

* Very proactive people;
* Flexible –adapt fast;
* Leadership potential;
* Good relationship with people;

**Evaluation**

* 0 – Muito ruim
* 1 – Ruim
* 2 – Regular
* 3 – Bom
* 4 – Excelente

# Entrevista

**1 - APRESENTAÇÃO DE VOCÊ QUE FAZ A ENTREVISTA**

***Nome, idade, curso, tempo de AIESEC e posição atual na mesma.***

**QUEBRA GELO**

1. ***Presenting the interviewee – search about his city or something to break the ice***
2. ***Ask for the person presentation: “Speak about you, where you live, how old you are…”***

***3 -* CONHECIMENTO DE AIESEC**

1. ***What do you know about AIESEC?***

**...**

1. ***What do you think are the principal values of AIESEC?***

**...**

1. ***How do you understand AIESEC’s internship program and its impact in the society?***

**...**

**4 - AUTO CONHECIMENTO**

1. ***Tell us a story about you that emphasize some of your strengths.***

**...**

1. ***And what about your weaknesses?***

**...**

1. ***Do you think you are ready to participate in the program? Why?***

**....**

**5 - DIVERSIDADE CULTURAL E INTERCÂMBIO**

1. ***Have you ever realized an exchange? If you have, where? What did you learn from it?***

**...**

1. ***How do you imagine your exchange will be? What do you need from it to be as you want?***

**...**

**6 - RESILIÊNCIA/FLEXIBILIDADE**

1. ***Tell me about a situation in which the environment was quite different and challenging. How did you act?***

**...**

1. ***Did you ever have to work together with people you had a conflict with? How did you solve the situation?***
2. ***Imagine you are coming to Brazil, your work is not what you expected. How would you act?***

**...**

**7 - PERSONAL EFFECTIVENESS**

**...**

1. ***Tell us about a situation in which you had to reach a goal, this one depending on other people’s work. What was your role to guarantee that this goal would be reached?***

**...**

**8 - COMUNICAÇÃO EFETIVA**

1. ***Describe a situation when you had to persuade other people about something. Did you succeed in doing it? Why?***

**...**

**9 - PERCEPÇÃO SOBRE OS OUTROS**

1. ***What are the behavioral characteristics that you like and dislike in your society?***

**...**

**11 - INNOVATION**

1. ***What was the most creative thing you have accomplished?***

**...**

**12 - RESOLUÇÃO DE PROBLEMAS E LIDERANÇA**

1. ***Have you ever had a leadership position, or played a leadership role? If yes, where, for how many people?***

**...**

1. ***What is the major benefit to be a leader?***

**...**

1. ***What is the major benefit to be lead?***

**…**

**13 – DETERMINAÇÃO/FOCO**

1. ***What could make you stop your exchange plans? Are you looking for another job, internship, or traineeship position?***

**...**

1. ***What are your objectives in a short and a long term related to your personal and professional life?***

**...**

**ALINHAMENTO ORGANIZACIONAL E PLANOS PROFISSIONAIS**

1. ***How your exchange with AIESEC could contribute to the realization of your professional goals?***

**...**

1. ***What are the main goals you hope to achieve in your exchange? (Professional development, personal development…)***

**...**

**FINANÇAS – (PERGUNTAR CASO O MT/TT NÃO CUBRA TODAS AS DESPESAS DO CANDIDATO)**

1. **What is your financial availability for the exchange? Do you depend on someone?**

**...**