



How to Select Citizens,
Leaders and Scholars of
the Future

如何在甄選入學過程中辨
識出優秀的公民、領導者
和學者

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Experience with Interviews

- 🌐 My personal impression of being interviewed as a high school graduate in 1985
- 🌐 My role as an interviewer for Harvard College
- 🌐 My role as an interviewer for Morgan Stanley and Goldman Sachs
 - 🌐 Selecting from college students, local and international
 - 🌐 Selecting from MBA students, U.S. and U.K.
- 🌐 My role as an interviewer for the Chinese University of Hong Kong
- 🌐 My role as an interviewee most of my life
- 🌐 The ultimate interviews – The Rhodes Scholarships and the Jefferson Scholarships




The Mission of National Taiwan University

- NTU's mission is to educate future citizens, leaders and scholars 核心價值「敦品勵學、愛國愛人」
 - NTU undergraduate program
 - NTU professional schools (such as MBA)
 - NTU graduate research programs (Masters and Ph.D)
- How do we achieve that mission? First, select the right students
- Select students who want to make a difference as
 - citizens – who improve conditions in their communities
 - leaders – who motivate and guide others to achieve goals
 - scholars – who create and disseminate knowledge

Key Selection Criteria – From NTU Departments

- 人格特質與價值觀，自我瞭解，儀表、態度、親和力、情緒管理
- [化學]知識暨思辨與表達，學習歷程、志願服務經驗與未來學習計畫，專業潛能或特殊才能，時事分析能力，語言能力，邏輯思考能力，學習過程(主動性、學習方式、問題解決、做決定)，溝通能力，思考能力
- 系(組)興趣，校系認同，學習態度

Key Selection Criteria

-  Character and Values
-  Skills and Knowledge
-  Interests and Passion

Character and Values

- What values are important to you?
 - How do you prioritize your values?
 - What happens when values conflict?
- Who and what have shaped your character?
- What are the community with which you most closely identify?
 - What problems facing that community would you most like to address?
 - What conditions do you want to improve in that community?
- What are your weaknesses?
 - What are your weaknesses and strengths?
 - How do you use your strengths to overcome your weaknesses?
- What happens when you encounter failure?
 - Change to “What is your response to disappointment?”
 - Change to “Give a concrete example of your response to disappointment?”

Skills and Knowledge

- 🌐 How do you identify the topic of a paper?
- 🌐 How do you read a book?
- 🌐 How do you hone your skills in [writing, playing an instrument, research]?
- 🌐 Test knowledge in specific field [such as current events]?
- 🌐 Test for creativity
 - 🌐 What is the most creative idea you have ever had?
 - 🌐 Give an example of your creativity.
 - 🌐 Give me a creative idea of yours that failed.
- 🌐 Test for critical thinking skills
 - 🌐 Brainstorm solution to a pre-assigned case study
 - 🌐 Provide critical evaluation after reading a newspaper editorial
- 🌐 Observe interpersonal skills
- 🌐 Observe communication skills

Interests and Passion

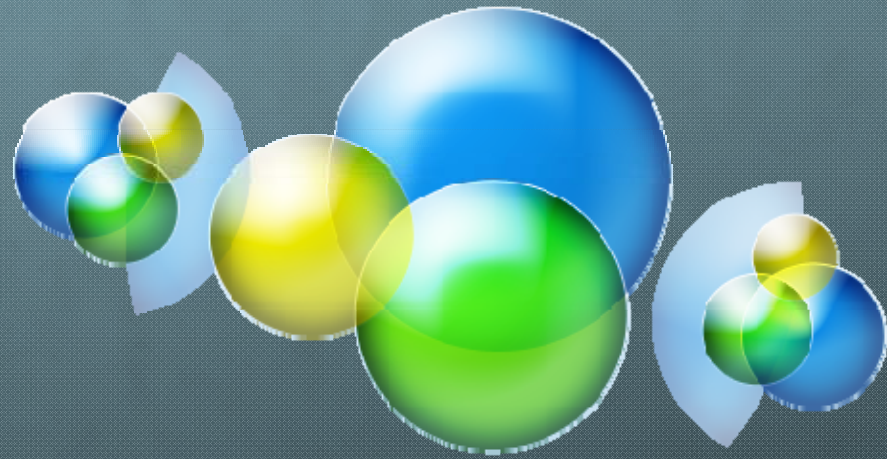
- 🌐 How did you become interested in [X]?
- 🌐 What do you want to do with it?
- 🌐 How do you know you want to become a [doctor]?
- 🌐 How do you know you are suitable to become a [teacher]?
- 🌐 What inspired you to want to become a [lawyer]?
- 🌐 Do you know what an [accountant] do?
- 🌐 How do you think a [bioengineer] do on a typical day?

Types of Questions

- 🌐 Conventional questions
- 🌐 Effective questions
- 🌐 Technical questions
- 🌐 “What if” and “how might” questions
- 🌐 Brainteasers and puzzles
- 🌐 Scenario questions - what would you do in this situation?
- 🌐 Stress interviews to test maturity and emotional stability
- 🌐 Questions to test interpersonal skills, social intelligence
- 🌐 Leadership and teamwork questions

Types of Assessment

- **Types of interviews**
 - One-on-one
 - Many-on-one
 - One-to-many
- **Observation evaluation – group multiple candidates in a team to work on a project**
- **Task-based Assessment**
 - Oxbridge style tutorial interviews based on assigned work
 - Case Study discussion
 - Evaluate a newspaper editorial



Discussion