

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Innovation & Management

Description:

Contributes to a continuous improvement/culture and generates/implements new ideas.

Evidence to look for:

- Generates original/creative ideas with far reaching consequences
- Backs creative ideas and actively supports improved ways of doing things
- Rewards and praises creativity and originality of thinking within the organisation and encourages innovation and creativity in others
- Demonstrates the ability to look at market issues from a new perspective and identify opportunities
- Thinks of ways to outsmart the competition

Questions:

- What has been the most significant innovation introduced by you in recent years? What help did you receive? What has been the impact of this initiative?
- Can you demonstrate your commitment to continuous improvement? What have you introduced or changed? What are you planning to introduce or change?
- What has been the most radical change/initiative that you have proposed in recent years? What was the outcome of your proposal?
- Describe how you have contributed to improve the productivity / profitability of your work team / department. How did you identify this opportunity?
- Describe to me what you do differently than your predecessors in your current position.
- Give an example of a time when you challenged convention in your organisation. Why did you do this? What was the outcome?