

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Delegation

Description:

Enlists the talents of others to help meet objectives; allocates important activities and sufficient autonomy for others to exercise judgment and make decisions within their authority level; establishes procedures to monitor results of delegation.

Evidence to look for:

- Takes steps to ensure a suitable successor to the role is available
- Ensures that a suitable deputy is fully prepared when required
- Identifies top talent and gives autonomy to exercise judgement and make decisions

Questions:

- What were your expectations? What did not get done as you had expected? How did you react? How did you feel about that, at that time?