

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Leadership

Description:

Uses appropriate interpersonal styles and methods to inspire and guide individuals in a manner that provides clarity and direction and fosters loyalty and commitment. Rewards and recognises effort and achievement.

Evidence to look for:

- Communicates a compelling vision for the organisation and its people
- Regularly communicates his/her strategic vision
- Sets clear long term strategic direction and empowers people to help the business get there
- Adapts leadership style to gain support from diverse groups of people through times of change or crises
- Clarifies and fosters the demonstration of ethics and values in own area

Questions:

- Describe a time when you led a team to a successful outcome. What did you do to motivate them? How did you know you were successful?
- What has been the highest performing team you have led? What part did you play in its establishment? What made the team successful? How would you go about replicating your success with another team?
- Please outline an occasion when you created and led a team from scratch? How successful was the team? What approach did you take to leading them?
- Has there been an occasion where you “turned around” a low performing team? What were the circumstances? What did you do? How did you engage the team members?