

# BEHAVIOURAL INTERVIEW QUESTION TOPIC

## Building Effective Teams

### Description:

Inspires a strong desire to succeed among team members and creates team ownership of processes and outcomes. Promotes diversity in the team.

### Evidence to look for:

- Builds bridges across business divisions and breaks down silos
- Challenges organisational barriers to effective team work
- Shares information with management team even when the news might reflect badly on self
- Provides assistance and resources to managers to ensure the success of their teams
- Upholds team decisions despite resistance from within own team or from powerful others

### Questions:

- Describe a situation where you inherited an under-performing team or under-performing team members. What did you do to build a cohesive team? How did you measure the team's success? What were the results?
- What is the major training and development need of the people in your team at \_\_\_\_\_? How did you identify their needs? What did you do to address this need?
- Describe a situation where you needed to earn the trust of a team. What specifically did you do to build trust with your colleagues?
- Can you detail a situation where you put "on ice" a business initiative that would have been good for your area but was likely to have negative repercussions for the broader business? What was your role in this decision?