

BEHAVIOURAL INTERVIEW QUESTION TOPIC

Develops and Coaches Others

Description:

Guides others towards successful goal and task accomplishment.

Evidence to look for:

- Creates and supports a learning environment
- Delegates authority and responsibility in order to develop skills and competencies in people
- Encourages others to solve problems themselves and take on new and unfamiliar tasks in order to develop their skills
- Gives people challenging assignments that gives them the opportunity to learn and grow
- Ensures subordinates are actively developing their teams and protecting the knowledge base of the organisation

Questions:

- How are you helping your staff to develop themselves? Describe.
- If you were coaching someone in the area of relationship management, what would you say are the keys to success? Use your own experience to illustrate.