

Candidate Name: _____

Strategic Thinking

1. To successfully lead any group, regardless of size, a “leader” must be able to create and share a vision that inspires people to follow. In your past experience, what specific steps have you taken to successfully create a vision for your work unit, team or department, and how did you make sure that those involved had a common understanding of the vision and were aligned to support and meet the vision? What steps did you take? How did you communicate it? What was the outcome?

Communication

1. Tell me about a situation when you've had to present complex information to another whose level of understanding was not the same as yours. What did you do to ensure that he or she understood what you were talking about?

Global Perspective

1. Describe a time when you had to develop a unique strategy to meet the competing needs of various external stakeholders. What was the situation? What did you do? What challenges did you face and how did you overcome them? What was the outcome or result?

Managing/Initiating Change

1. Sometimes it's essential that we break out of the routine, standardized way of doing things in order to accomplish an organization's goals. Give me an example of a time when you identified that your company/department needed to make a significant change, and tell how you prepared the organization/department and the employees for that change.

Cultural Competency/Sensitivity

1. Give me an example of a situation where you had to take into account the Cultural differences of the impacted parties.
2. How do you define diversity and how do you encourage people to honor that in individuals? Have you ever had to challenge a cultural stereotype in yourself or others?