



Civils Senior Talent

LEADERSHIP
INTERVIEW
QUESTIONS



LEADERSHIP INTERVIEW QUESTIONS

15 questions to help you select candidates for your next leadership role:

- If appointed, what strategy would you adopt for the next 18 months?
- What are our key opportunities in the market?
 - How would you capitalise on them?
- What are we succeeding at currently? What would you improve?
- How do you deal with underperformance?
- What's your assessment of our current position in the market?
- What do you find most challenging about being in a leadership role?
- What aspects of the role will challenge you most?
- How do you motivate staff?
- How would you manage resistance to your ideas/initiatives?
- Which leaders do you admire?
- Tell me about your last failed project.
- What have been your biggest accomplishments?
- How would people who've worked with you describe you?
- How would you assess your career to date?
- When was the last time you made an unpopular decision?

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