

Template 6: Sample Interview Questions (for Leadership Position)

Introduction

1. Welcome & Introductions
2. Provide a brief overview of your organization
3. Provide an overview of the position being filled

Main interview

Personal Suitability:

4. How would you describe your leadership style? Please share an example of life experience that demonstrates your leadership style.
5. What is your vision for our organization?
6. Where do you see yourself professionally 5/10 years from now?
7. What do you think will be your greatest challenge if you are hired for this position?

Knowledge-Based Questions

8. Please describe how your experience, skills and education make you the best candidate for this position.
9. What does leadership mean to you?
10. What do you feel are some of the most significant challenges facing our organization right now? How would you begin to address these?
11. What steps would you take to build a successful team?

Behavioural Questions

12. Tell us about our most significant career achievements to date? How did you accomplish this?
13. Tell us about a time you were involved in a conflict at work and how you resolved this situation.

Situational Questions.

14. If you were the successful candidate, what are the first things you would take on in your new role?
15. If you had an employee who was not demonstrating the required level of productivity in their job, how would you approach this situation?

Wrap Up

16. What questions do you have for us?
17. You may wish to provide an overview of compensation and benefits, or this can be left to the next stage.
18. Thank the candidate for coming, describe the next steps in the process and let the candidate know when they can expect to hear from you.