

Interview Questions

Leads Organisation

Partnership Level 4+

To support you in the next step of your preparation, we have pulled together a list of questions that you may be asked during your interview.

These questions have been categorised under our three core Partnership Purposes;

- **Happier Partners**
- **Happier Business**
- **Happier World**



Leads Organisation - Interview Questions

Partnership Level 4+

Happier Partners		Happier Business		Happier World	
Building Collaboration	When have you actively motivated senior leaders to bring their teams together to deliver a centralised or department wide plan.	Thinking Strategically	When have you needed to apply a high level of strategic focus to your work, without losing sight of key operational matters?	Striving for Excellence	When have you been a strong role model for others with respect to your commitment to quality and adherence to high standards.
	When have you stepped in to restore harmony and cohesion across teams that weren't working well together?		When have you needed to look beyond day-to-day priorities and give careful consideration to the longer-term future of the business.		When have you set high quality work standards and then actively ensured that they were maintained by others?
Communicating and Influencing	When have your communication and influencing skills been instrumental in the achievement of a key organisational goal or outcome?	Being Courageous and Resilient	When have you needed to lead others through a series of significant setbacks that threatened to derail one or more key business priorities that you were working towards.	Focusing on the Customer	When have you ensured that customers were very much at the front and centre of a strategic business decision that you made, and been a strong role model for others in this regard?
	When have you needed to draw on your communication and influencing skills to really engage people across the organisation?		Describe a time when you were working in a highly pressurised environment but still managed to achieve all that was required of you as a leader.		When have you ensured that customer needs and expectations were adequately reflected in a key product or service offering, and been a strong role model for others in this regard?
Championing Growth and Development	Describe a time when you have successfully mentored someone to achieve a key development goal, whilst balancing other priorities that you needed to address.	Driving Transformation	When have you been instrumental in leading a major workplace change initiative to support business transformation?	Creating and Innovating	Tell me about a particularly innovative idea or solution that you have formulated that has left a significant and lasting mark on the organisation.
	When have you taken the time to provide very difficult feedback to someone?		When have you been instrumental in leading a major workplace change initiative as a result of shifting business circumstances or conditions?		Describe a time when you were able to drive a significant workplace innovation because you refused to accept the conventional or traditional way of doing something.
Promoting Inclusivity	Please bring to life how you will create a more inclusive workforce and lead a diverse team of Partners.	Inspiring Ownership	When have you been able to successfully boost engagement and motivation across multiple teams or the broader organisation?	Acting with Authenticity	When have you made a conscious and deliberate choice to demonstrate complete honesty and authenticity as a leader despite this being very difficult to do at the time.
	Please walk me through how you will go about drawing on and leveraging the diversity in our workforce.		Tell me about a situation where you acted as a strong organisational role model in terms of getting others to adopt a greater sense of ownership over their work and working lives.		When have you been faced with a situation that tested your authenticity and led you to question how open and transparent you should be.