

Interview Questions

Leads Others

Partnership Level 8-5

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**



Happier Partners		Happier Business		Happier World	
Collaborating and Supporting	Tell me about a time when you actively stepped in to improve teamwork and collaboration within a team.	Applying Analytics and Insights	Describe a time when you came up with a solution to a complex work-related problem that was both effective and workable.	Planning and Delivering Excellence	When have you ensured that you and others maintained high-quality standards at work, despite it being difficult to do so?
	Tell me about a time when you actively stepped in to restore harmony and unity within a team that was not working well together.		When have you successfully solved a complex problem or issue by uncovering its true underlying cause(s) rather than what appeared to be the cause on the surface?		Tell me about a time when you were a good role model for others with respect to your commitment to quality.
Communicating and Influencing	When have you successfully influenced a person or team to agree with your point of view, despite their initial resistance?	Demonstrating Agility and Resilience	When have you had to deal with a significant setback that impacted a key project or initiative you were working on?	Focusing on the Customer	When have you personally gone the extra mile to ensure a successful outcome for a particularly challenging or demanding customer?
	Tell me about a time when you spoke up in order to shift someone's stance on a particular topic or issue, despite being reluctant to do so initially.		Describe a time when you were working in a highly pressurised work environment but still managed to achieve all that was required of you.		When have you placed a customer's priorities ahead of your own to ensure their needs were successfully met?
Nurturing Growth and Development	Tell me about a time when you had to give less than positive feedback to someone at work in order to help them develop.	Inspiring Ownership	When have you motivated team members to take a greater degree of ownership for their performance?	Creating and Innovating	Tell me about an innovative idea or solution that you have formulated.
	When have you coached and supported someone at work to ensure they grew and developed?		Tell me about a situation when you have been a good role model for your team when it comes to taking ownership for your work life.		Describe a time when you looked beyond the existing way of working and identified a workplace improvement.

Our Top Tips for Interview

Make sure you answer the question! It sounds really simple and obvious but so often when asked a question candidates start explaining a situation but don't answer the question.

Keep the question clearly in your mind and keep referring back to it while you answer, don't be afraid to note it down using pen and paper, or ask the interviewer to repeat, an interview

isn't a memory test. When using examples of what you've achieved with teams, think about the part you've played and what was your individual contribution.

Use the job outline to help you prepare. Think about what you have done in the past which demonstrates why you would be good in the role.