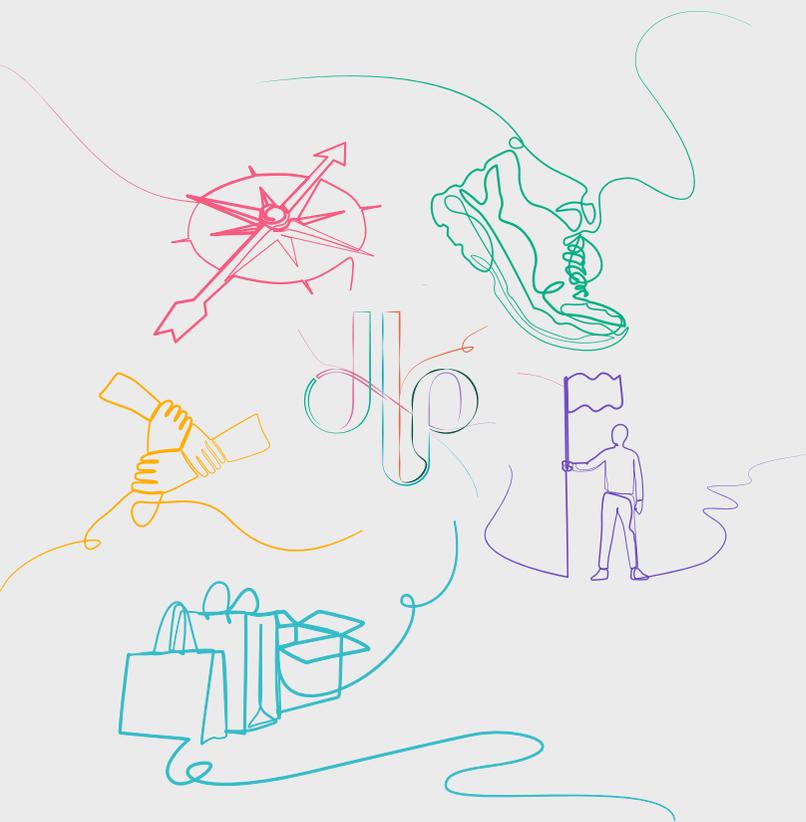


Interview Questions

Leading Partners

Roles with responsibility for leading the work of others, directly or indirectly



<p>Absolute Clarity</p>	<p>Tell me about a time when you have had to align a team or a number of other people with the strategic priorities of the business.</p>	<p>Tell me about a time when you had to inspire your team members towards a vision that you didn't necessarily buy into yourself.</p>
<p>Owning It</p>	<p>When have you had to encourage someone to take a greater degree of ownership and accountability for something they are working on?</p>	<p>When have you shown you are a good role model when it comes to taking ownership and accountability for a project or task?</p>
<p>In this Together</p>	<p>Tell me about a time when you played a key role in enabling or enhancing collective success for a team or set of individuals.</p>	<p>Tell me about a time when you had to address conflict and restore harmony within a team or set of individuals who were not working well together.</p>
<p>Brilliant Retailers</p>	<p>When have you and your team gone the extra mile to ensure a successful outcome for a particularly challenging or demanding customer?</p>	<p>When have you and your team had to place a customer's priorities ahead of another business need to ensure their requests were successfully met?</p>
<p>Continuous Improvement</p>	<p>Can you give me an example of how you have supported your team to develop and implement new or different ways of working.</p>	<p>Tell me about a time when you were able to learn something new and improve the way your team worked.</p>
<p>Distinctly Partnership</p>	<p>External Candidates Can you tell me what you think the Partnership means when we say working in a co-owned business?</p>	<p>Internal Candidates Can you explain to me what being a co-owner at John Lewis/Waitrose means to you?</p>

Good to know...

You don't need to plan responses to all the questions, take the time to review your past experiences and identify a number of different examples in advance that could fit a range of questions and demonstrate your skills, experiences, and potential.