

Interview Questions

Leading Leaders

Roles that lead through others, i.e. they directly or indirectly lead other leaders



Absolute Clarity	Tell me about a time when you have had to interpret a certain strategy for your teams, gain commitment, set the direction and align objectives clearly towards that strategy.	Tell me about a time when you had to inspire your teams and leaders towards a strategy that you didn't necessarily buy into yourself.
Owning It	Tell me about a time when you had to quickly reconsider priorities and mobilise the team in order to achieve a goal.	When have you shown that you, as a leader, are a strong role model when it comes to taking ownership and accountability for overall productivity and results?
In this Together	Tell me about a time when you played a key role in enabling or enhancing collective success for a group of leaders or teams.	Tell me about a time when you had to restore harmony within a team who were not working well together and create a culture of respect.
Brilliant Retailers	When have you ensured that customer needs and expectations were adequately reflected in a key product or service offering?	When have you ensured the customer was at the heart of a recent strategic business decision that you made?
Continuous Improvement	Can you give me an example of how you have supported your leaders or teams to implement a new or different way of working, helping everyone involved to embrace the change?	Tell me about a time when you had a particularly innovative, transformational idea or solution, and mobilised your teams to action this.
Distinctly Partnership	External Candidates Can you tell me what you think the Partnership means when we say working and leading others in a co-owned business.	Internal Candidates Can you explain to me what being a co-owner at John Lewis/Waitrose means to you?

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.