

Interview Questions

Early Careers

Roles part of our Apprenticeships,
Graduates & Industrial Placements

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.



Absolute Clarity	Can you tell me about a time when you helped someone understand something that was confusing or unclear to them?	You're working on a group assignment and you're responsible for coordinating the final presentation. You notice that some parts of the message are unclear and could confuse the audience. How would you ensure that the final output is absolutely clear and easy to understand for everyone involved?
Owning It	Describe a time when you had to manage several tasks or responsibilities at once. How did you decide what to focus on first?	You've been given your first piece of work to own. Talk through how you would approach this in order to deliver it on time, prioritise other tasks and make decisions at pace.
In this Together	Tell me about a time when you had to work with someone who was difficult to get along with or had a very different way of working than you.	You're working on a group project, and the team has different ideas about how to approach the first task. Tensions are starting to build, and progress is slow. How would you contribute to resolving the situation and help the team to move forward collaboratively?
Brilliant Retailers	Describe a time when you went out of your way to support someone and ended up exceeding their expectations.	Describe a time when you went out of your way to support someone and ended up exceeding their expectations.
Continuous Improvement	Give me an example of when you asked for feedback on how you were doing and used it to change your approach.	You've newly joined the team and you're working on a repetitive task (like preparing reports or organising events) and you notice the process is time-consuming and inefficient. You're new but you have an idea that you think could make it better. How would you approach suggesting a change, and what steps would you take to improve the process?
Distinctly Partnership (external applicants)	From what you know about the John Lewis Partnership, what do you think are the key differences between working here as a Partner compared to being an employee at other companies?	Working with in the John Lewis Partnership, how would you demonstrate that you're thinking and acting like a co-owner of the business rather than just someone who works here?
Distinctly Partnership (internal applicants)	How has being a Partner in an employee-owned business shaped your approach to work and your sense of responsibility?	Describe when you've made a decision or taken action that showed you truly think of yourself as a co-owner within JLP.