

Interview Questions

Leading Leaders

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



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	Tell me about a time when you've had to create and communicate a compelling vision to motivate a team during a period of change or transformation.	Tell me about a time when you've needed to inform your team about a difficult circumstance.
Owning It	How have you helped your team to overcome obstacles in order to progress or deliver something?	How have you empowered teams closest to the customer to make decisions and trusted them to deliver the best outcomes?
In this Together	Tell me about a time when you've created a safe and inclusive environment for everyone in a team – how did you go about this?	What does authentic leadership mean to you? Tell me about a time when you have role modelled authentic leadership and how did this impacted team collaboration?
Brilliant Retailers	Describe a time when you have identified an opportunity to create additional customer value and improve profitability.	Describe a time when you have anticipated an emerging customer need before it became obvious. How did you gather insights and what action did you take?
Continuous Improvement	Give me an example of when you have encouraged a team to be curious; to challenge the status quo and drive improvement.	What does being a Champion of change look like to you? – give me an example of when you have taken on this role.
Distinctly Partnership External Candidates	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 within 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 Candidates	How has being a Partner in an employee-owned business shaped your approach to work and your sense of responsibility?	How do you encourage others to act like a Partner rather than an employee?