

# Interview Questions

## Leading Partners

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



### 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 set clear expectations for others.	Tell me about a time when you've needed to inform your team or a group of individuals about a difficult circumstance.
Owning It	How have you helped your team or a group of individuals to overcome obstacles in order to progress or deliver something?	Describe a time when you held someone accountable for their performance. How did you balance accountability with support?
In this Together	Tell me about a time when you have recognised a team and celebrated their success.	Tell me about a time when you have encouraged a team or group of individuals to work collaboratively.
Brilliant Retailers	Describe a time when you have improved your team's productivity to drive commercial success and profit. How did you encourage employees to seize commercial opportunities while still being customer focused?	Describe a time when you have helped others to adopt a customer-first mindset.
Continuous Improvement	How have you encouraged your team or group of individuals to challenge the status quo and make improvements to existing ways of working?	How have you sought feedback on your own performance and developed in a specific area as a result of this feedback?
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?