

# Interview Questions

## Leading the Partnership

Roles with responsibility for leadership at an organisational level



### 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.

<p>Absolute Clarity</p>	<p>Tell me about a time when you aligned departments behind a certain organisational change. How did you simplify complex messages whilst championing transparency?</p>	<p>Tell me about a time when you successfully excited and inspired your teams to stay the course during a time of significant challenge or change.</p>
<p>Owning It</p>	<p>How have you ruthlessly prioritised strategic initiatives, ensuring decisions were based on insights and the organisation's best interests?</p>	<p>How have you empowered your senior leadership team to not only execute your strategic visions, but also take ownership of it – making key decisions and being accountable for outcomes?</p>
<p>In this Together</p>	<p>Tell me about a time when you have driven a culture of collaboration for success.</p>	<p>Tell me about a time when being open about a challenge or mistake helped to bring teams together across your department or organisation. How did your honesty create stronger collaboration?</p>
<p>Brilliant Retailers</p>	<p>How have you defined a strategy that has embraced new technology or digital enhancements to improve customer experience and organisation performance?</p>	<p>Tell me about a time when you have built a culture of excellence where going above and beyond for customers became the norm? How did you do this?</p>
<p>Continuous Improvement</p>	<p>How have you role modelled calculated risk-taking that encouraged leaders across your organisation to experiment and create new value?</p>	<p>Tell me about a time when your organisation faced major change or uncertainty. How did you guide senior leaders to see this as an opportunity rather than a threat?</p>
<p>Distinctly Partnership External Candidates</p>	<p>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?</p>	<p>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?</p>
<p>Distinctly Partnership Internal Candidates</p>	<p>How has being a Partner in an employee-owned business shaped your approach to work and your sense of responsibility?</p>	<p>How do you encourage others to act like a Partner rather than an employee?</p>