

Interview Questions

Leading Self

Roles with no responsibility for leading others



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	Give me an example of how you had to help others to understand something that was initially confusing or unclear.	Describe a time when you needed to clarify details to make sure you and others were on the same page.
Owning It	Give me an example of when you achieved a challenging goal.	Describe a situation where you had to prioritise multiple competing tasks or demands and explain how you approached this.
In this Together	Give me an example of when you chose to work with others to achieve a better outcome than you could yourself (this could be a group project, volunteering or personal activity).	Tell me about a time when you had to collaborate with someone who was initially difficult to work with or had a very different working style to you.
Brilliant Retailers	Describe a time when you went above and beyond to help someone (a customer, colleague, or external provider) and exceeded their expectations.	Describe a time when you found a creative solution to meet someone's needs when the usual approach wouldn't work.
Continuous Improvement	Give me an example of when you actively sought feedback on your performance and used it to develop your skills or approach.	Tell me about a time when you embraced a change that was initially challenging or uncertain for you.
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?	Describe when you've made a decision or taken action that showed you truly think of yourself as a co-owner within the Partnership.