**Example Interview Questions**

**Example 1 - Ideal for Team leaders and Line Managers**

- Why have you applied for the role and why do you think you are now ready to make your next step?

- Summarise your career history to date and what you believe have been your greatest successes and disappointments?

- What has been your main contribution to XXX in the last couple of years?

- How do you measure your contribution?

- Describe yourself in 3 words?

- What has been the toughest decision in a week capacity you have ever had to make?

- What have you learnt about yourself in the last year?

- How would you describe your key strengths and where would you describe your areas of development?

- How confident are you that you can make the transition into this next role?

- What would be your biggest challenge and what help do you believe you need?

- How would you describe your style when influencing others – describe a time when you have had to modify this style?

- How do you organise your workload to ensure all deadlines are met, describe a time when this has been particularly challenging for you and the steps you took to overcome this period?

- Tell me about a time when you have taken a decision which with the benefit of hindsight was not a good one. How did you sort the resulting complication?

- How do you seek feedback from others and what was the last piece of valuation feedback you received and how did you make use of it?

- How regularly do you seek feedback regarding your performance and those of your team

- Tell me about the team you have managed. What did you enjoy and what did you learn about yourself?

- Describe a time when you have had to manage the underperformance of a team member and how did you approach this and what did you learn?

- What has been your most valuable learning about yourself and your work delivery over the past few months and what have you personally done to address this?

- When was the last time you had to influence your line manager to change a decision, how did you approach this and what did you achieve?