

Chapter 1 : The Leadership Question for - THISDAYLIVE

Preparing for leadership-focused questions in advance of the interview will help you give strong answers in the moment and feel confident both before and during the interview.

In my executive coaching practice, asking the right questions and then listening deeply is the single most important tool I use to help others discover and grow themselves as leaders. Here are ten ways asking questions can help us be more effective leaders and create breakthroughs in our impact. Making a statement causes people to start to judge agree or disagree with your statement and can bring up resistance. When we ask the right question we help people tap into the part of the brain that is creative. Some examples of questions to inspire creativity are: If we were to totally delight our customers what would that look and feel like to them? What does success look like in this situation? If resources were not constrained what could be possible here? Questions that help us better understand the needs of our customers help us build alignment. Some examples of questions are: What are the most pressing issues or challenges you face? If we were to create the perfect solution for you what would that look like? Why is this need area important to you? Questions allow us to learn and tap into the expertise of our people who are closest to the issue at hand. They can help us challenge our assumptions about a situation. Some examples of good decision-making questions are: What are your criteria for making this decision? What options did you consider? What is your recommendation and why? What options did you reject and why? What assumptions have we made that we need to test? If we always know all the answers, how do we learn? The ability to take calculated risks and rapidly test and learn from failures is a key trait of learning organizations and successful leaders. What did we learn from this situation? What would we do differently in the future? How and where else can we apply this learning for greater success? What did we do to create that positive outcome? What could be a vision for this project that would really excite you to be part of it? In particular, working across organizational boundaries can sometimes feel like the battle lines are drawn as each area has unique goals. How can we use questions to influence and work with others we have no authority over? Here are some examples of questions: What are your goals in this situation? What could be possible if we were able to remove these constraints? How can we work together to make this happen? How can I support you in your goals? The Socratic method is well-known for helping learning stick. How do we instill confidence and let them know they are supported? Questions are critical in the coaching process. Some examples of good coaching questions are: What does success look like in this project to you? Which of your strengths will be critical to leverage? How can we make sure this project helps you develop? What support do you need from me? How well does telling people what to do work for us? What works if we want a change in behaviors? Helping others identify their own motivators, constraints, and barriers. Some examples of good questions to capture commitment to change: What are your objectives and goals? Why are they important to you? How can we make sure that this initiative helps you achieve your goals? What do you see as the barriers to implementation? How do we work together to resolve them? These questions are great to ask ourselves periodically. Why is this goal really important to me? What have I done to create that success? What special talents or strengths do I have that can help me achieve my goals? What are strengths I have that can be leveraged at work? What brings me joy in the work that I do? What is a personal brand I can create for myself that inspires me? How can my strengths taken to an extreme become derailers for me? The above are thought-starters. I encourage you to print this out. Create your own list. We have to let go of three ego needs that hold us back. This is where executive coaching really works to uncover limiting beliefs and paradigms we have so we can let our curiosity naturally flow through. Do these apply to you? Let go of the need to be superior or to prove ourselves e. Let go of the need to control outcomes e. Let go of the need for perfection or need to succeed without any tolerance for failure we have to do this perfectly because anything less than success will make us or me look bad. Many of my executive coaching clients have found this Socrates method of learning and teaching a key driver of growth in leadership, engagement, and results. Try it for yourself! A version of this post first appeared on my Forbes. If this resonated for you, please comment, subscribe , and share with others. Showing 3 comments David November 30, Thank you very much for

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sharing this evaluable information. The Maya Angelou quote is priceless. I am a up and coming Transformational Coach that age 54 discovered his passion and calling. My best to you for the impact you want to make in the world! These are our superpowers.

Chapter 2 : Coaching on How To Ask Powerful Questions - Transformational Leadership

Describe a time you took a leadership position when you did not have the title of a leader. In this question, take an example from a situation where you were in a group and took responsibility to delegate to achieve goals.

What are the most important values you demonstrate as a leader? The most important value that I have is my integrity. I demonstrate honesty and trust in all my actions to establish credibility as a leader. By having this conviction behind my words and actions, those who I lead are gain bought into the direction I take them. How have you gained commitment from your team? I gain commitment from my teams by influencing and persuading them to set specific objectives and also buy into the process. Once they have established cooperation and cohesion, they are on board to attain the goal. How can a leader fail? Give an example of that. In the example you give, make sure that you talk about how dealt with a difficult challenge and how you analyzed the setback. Make sure you explain how to seek honest feedback to ensure that you learned from the failure. What is the difference between a Team leader and a Team manager? A manger is able to handle tasks and responsibilities and ensure that others get their work done. A leader will inspire and motivate their team to achieve their goals. What is your greatest strength? Being able to lead and inspire a team to perform their best and strive to achieve goals. I can do this through relationship building, being passionate about the goals, and influencing those around me. What would be your greatest weakness? When I delegate duties to others that I know I can do better. How do you get others to accept your ideas? I talk about the benefits of the idea and how to apply it. I would stay open to other thoughts and change my ideas in a way that we can all agree. When you gain buy-in from others, you are much more successful in attaining the goals than when you make it mandatory to follow procedure. How would you go about praising a team member in public? I would use a time when we would be gathered in a group, such as a meeting to bring up the praise to the team member. I would recognize their success in front of the group so others could also learn best practices. Are you more effective in a group or one on one basis? I feel that I am more effective in a group because everyone has some unique quality that they bring to a group. We can develop our interpersonal skills by helping those in the group who need it as well as learning from those who are successful. I feel that I should meet with my team at least once a week on a set time and day of the week. Communication among team members is critical, and this will give the team an opportunity to get together on a regular basis and talk about their challenges and best practices. Also, when our team reaches a milestone, a new project begins, an award or promotion is given, or when there is a challenging situation, I would want to bring the team together. Everyone will get the same message that way, and we can celebrate successes or come together in challenging times. Describe a time you took a leadership position when you did not have the title of a leader. In this question, take an example from a situation where you were in a group and took responsibility to delegate to achieve goals. Show how you gained from the other members to follow your lead and the result of your leadership. For instance, in college, we were put into groups of four to complete a marketing project. We had to prepare a page paper and minute presentation on a new product. We want to introduce that outside the U. Because I was the one to take the lead the discussion and had a plan in mind, I gained the buy in of the other members quickly. How would you go about getting cohesion among a team who disagree? I would find common ground between the members who disagree. What sort of leader would your team say that you are? They would describe me as someone who will clear the way when there are obstacles and always has their back. How do you motivate your team? I find out what motivates them individually so I can speak to how a goal or change is going to benefit them. I ensure that I have the right amount of positive and constructive feedback to help them perform effectively. My actions always match my words so when I speak to my team with conviction; they are on-board with performing their best. How do you set an example to those for your team members? I will perform my best at everything and ensure that my actions match my words. My team sees that my expectations that are set for them are the same expectations I put on myself. Have you ever been in a mentor to another aspiring leader? How did you go about establishing that relationship? Yes, I treated it much like the relationship that I have with my team. I built a strong working relationship with the person, listened to their goals, gave advice, and my personal

experience. I shared my best practices and constantly monitored their progress to celebrate their success and move them in the right direction. What is the most difficult part of being a leader? In some ways, although you are part of a group, you are alone. When others do not see it the same way, you have to be the lone voice to bring them back on track. How do you lead through change? I prepare by ensuring that I can answer any questions that may be asked, or have the resources to find the answers. I listen to others concerns about the change and help them through the transition. How do you measure success for you as a leader? By the goals that the team achieves. When someone on the team is successful, then it reflects on my leadership. What motivates you to be a leader? Their ability to motivate and inspire a team of professionals who can work together to achieve the goals of the organization. What do you do when you are unsure about how to achieve the goals of the team? You have to be open to feedback and be willing to ask for help when you are not clear on how to achieve a goal. I would ask my leader first for their feedback on how they believe I should go about achieving the goals. I would also use all the resources available to me to find the best course of action. Are you more comfortable with verbal or written communication? I am comfortable with both types of communication. However, I feel that verbal communication is more effective. How would you deliver bad news to your team? I would bring them together and state the news. I would explain as much as possible as to why it occurred and what steps we will need to take in the future. I would also open it up to the team to speak about their concerns, answer questions, and share their viewpoints to know how we can avoid a similar situation. Is competition among a team healthy? Why or why not? I believe competition among a team is good as long as it is in good spirit. A team has to have a high level of cohesion among its members to prevent misunderstandings. What are the most difficult decisions to make? However, if they are not performing the way that they should be, it is the right decision. What kind of criticism you most get? I have not received criticism on the same area over and over. When I receive criticism, I work on improving that aspect and furthering my growth. How would you proceed to reorganize your team? Have you ever been a member of a successful team? What was your role in the success of the team? Use an example of when you were part of a team and demonstrate the leadership skills that you used to pertain to your role. In situations where I must build support for my ideas with cross-functional teams, I ensure that I communicate my opinion clearly and effectively. I listen to their feedback and their ideas, and I will make amends if they are necessary to build support or improve on the idea. I foster an environment where an input is sought and validate my idea by explaining why its the best route. How do you go about resolving conflict? I take a mediated approach to conflict. There is usually some common ground between conflict, and I start there and build. Name a time when an employee disagreed with your directive and how you handled it? I heard them out to understand why they disagree.

Chapter 3 : How to Answer Leadership Interview Questions

As a leader, how do you become a better leader? If you're like me, you probably read a lot of books, listen to podcasts, and attend a few conferences. But one of the best ways to grow is to ask other leaders questions. Michael began our meeting by sharing with me that he is on a sabbatical. One of.

This includes all job candidates, not just those applying to executive and management level positions. Not surprisingly, leadership is one of the most common competencies ranked just behind teamwork that come up in behavioral interviews. Management is a hands-on competency that involves planning, organization and controlling functions. In addition to management skills, leadership includes the ability to listen, motivate and inspire. Every serious job seeker should come to an interview prepared with at least one example of a leadership experience they can share. Recent college graduates can talk about leadership experience gained through volunteer work, clubs, projects, or even hobbies. What exactly are "Leadership Skills"? However, the term "leadership" often means different things depending on who you ask. So what exactly are "leadership skills"? Most people understand the word "leadership" to mean having the ability to lead a group of people or an organization. However, as interpreted by most executives, employers and hiring managers, leadership include much more than just managing people and projects. The term "leadership skills" typically encapsulates several business critical competencies including effectively communicating vision, motivating and inspiring others to excel, empowering others, help others to grow and develop, turning vision into reality, delegating responsibility, and making tough decisions. These are the skills that interviewers will be testing for when conducting behavioral leadership interviews. Leadership Interview Questions With respect to the job interview, hiring managers are typically trying to determine if you have the type of leadership skills and competencies required to be team leader, department head or manager either immediately or down the road. Below are several of the most popular interview questions asked about leadership ability. Explain a situation where you served as a leader during: Explain in detail your role and how individuals responded to your leadership. Please share with me time when you effectively delegated. Tell me of instance where you lead by example. Explain a situation where you had an opinion that differed from a manager. Were you able to persuade the manager to change his or her opinion? Explain a time when subordinates you supervised disagreed with your directives. How did you handle it? Tell me about someone you have mentored or coached to achieve success? How do you resolve conflict? What specific strategies have you used to be successful? If your managers were asked to rate your leadership skills, how would they reply? What would subordinates say about your leadership style? Practicing these questions will help you prepare for leadership questions relating to managing projects, making decisions and communicating with others. Project Leadership Interview Questions How frequently do you meet with project members? Identify important project members? What steps do you take to motivate others? How do you organize projects and prioritize tasks? Provide examples of when and why you were satisfied with past project results? Can you reach project objectives in fast-paced settings? Do you meet project deadlines? Do you effectively delegate responsibilities? Interviewers want to discover the methods you utilize to organize projects, supervise others, and meet objectives. Be sure to explain in detail the steps you take when overseeing projects and handling common problems. Interviewers will want to know how you: Decision Making Leadership Questions Explain a circumstance where you made a decision without all the relevant facts. What steps do you take to resolve complicated problems? Explain a time when you changed an opinion after acquiring new facts and data. Explain a situation where you made an incorrect conclusion. What factors led to it? Should a decision maker be right all the time? Effective leaders typically make smart choices. They must also be willing to make unpopular decisions or act when others are unwilling. When answering these questions, provide personal examples from previous work experiences. Describe the steps you take to solve problems, make decisions, conduct risk management, and evaluate results. Personal Communication Leadership Questions Do you prefer relaying information through public speaking or written reports? How do you formulate arguments and present them to others? What are other ways of communicating aside from speaking? How do you utilize non-verbal communication? How do you clarify unclear or vague

messages? What steps do you take to remain engaged during conversations? Poor communication is the root of many work problems. When co-workers fail to communicate, organizational efficiency breaks down and time must be devoted to correct avoidable problems. When asked about how you communicate with colleagues, describe in detail how you relay important messages and follow up. Also, describe how you listen attentively to others and ask good follow up questions. How to Answer Questions About Leadership While no one likes to brag about themselves, this is one question where you are required to sell yourself. The best way to ensure you perform well on leadership questions is to prepare in advance. The best way to prepare is to develop a great leadership interview story using the STAR format. The STAR format allows you to develop a general structure for your response, using bullets to identify each key aspect of your story, without scripting it word-for-word. Below is an example of how to use the STAR format to present a leadership experience for the question, "Describe for me a time when you were required to lead and motivate people you worked with. Keep the focus on the overall leadership challenge you faced. My team had to absorb the duties of other employees that had been let go, while still facing the possibility of being laid off themselves. Consequently, we were working around the clock and morale was low. Since the members of my team were wearing many hats and working over time, mistakes were being made. As the team leader, I was responsible for maintaining optimal performance and rebuilding morale during this difficult time. A Approach After explaining the situation, elaborate on the actions you took to address the challenge. Specifically, communicate to the interviewer how your leadership was instrumental in overcoming the challenge. What was your leadership strategy? Did you empower others to help solve the problem? Were you open to feedback from your team? Did you make everyone feel valued, like they were part of the solution? Make sure to demonstrate that you were more than just a great manager. Show that you were a great leader. I let my team know that I appreciated the hours of hard work they were performing, notwithstanding the stress they were all dealing with. I let them know there were no right answers, and no stupid ideas. We spent several hours brainstorming ideas on paper, then as a team identified the three ideas with the most potential. Each member of the team was then assigned to do a little bit more research to determine how implementable each idea was. Tell the interviewer how your actions led to positive outcomes for your team, and for your employer. Also, use quantifiable results as much as possible. Adding real numbers to your outcomes makes them that much more impressive e. Instead of running around worried, they focused their energies on finding a solution. The ideas shared were immediate, and high quality. The team members worked together, as one, trying to find a solution that would benefit the entire team, and our employer. Within 1 hour we had come up with several very good and original ideas for addressing the problems we faced. Best of all, there was complete buy in from all team members. One idea that everyone liked was to eliminate several policies that were necessary when the company was larger but were no longer necessary due to employee layoffs. Another idea that we implemented was to focus all our energies on our top accounts. A great idea offered by one of the newest members of our team and company was to allow newer employees to take on responsibilities usually only tackled by more experienced and seasoned managers. The results were surprising. Many of our younger associates accepted the challenge and performed at a levels unheard of in our industry. As a result of the success of our brainstorming meeting, we decided to incorporate a similar brainstorming session in each of our monthly staff meetings. Not only is productivity up, but morale has never been higher - notwithstanding, the fact that we still face many challenges. Choose a Powerful Leadership Example Make sure to prepare a powerful leadership example before you get to the interview. Your leadership example should show off your leadership skills and experience.

Chapter 4 : 10 of the Greatest Leadership Questions Ever Asked “ Ron Edmondson

It's very useful to have a set of job interview questions about leadership that can help you determine if your candidate is a good leader. These important questions serve to identify leadership capabilities for any individual who will be hired into a leadership role in your organization.

Lead Answers to the Question: There are as many definitions of leadership as there are leaders. Here are of the best ways to define leadership. Getty Images If you Google the word leadership you can get about ,, results, each definition as unique as an individual leader. Here are of the best ways to define leadership--choose the ones that fits best for you. You take the front line when there is danger. Then people will appreciate your leadership. He is the one that gets the people to do the greatest things. They possess qualities like empathy, compassion and courage. The capacity and will to rally people to a common purpose together with the character that inspires confidence and trust. This, and not much else, is the essence of leadership. I think there are non-obvious ways to lead. Just by providing a good example as a parent, a friend, a neighbor makes it possible for other people to see better ways to do things. Leadership does not need to be a dramatic, fist in the air and trumpets blaring, activity. It is very easy to say yes. Good leadership, whether formal or informal, is helping other people rise to their full potential while accomplishing the mission and goals of the organization. All members of an organization, who are responsible for the work of others, have the potential to be good leaders if properly developed. It is a complex moral relationship between people, based on trust, obligation, commitment, emotion, and a shared vision of the good. It is not a trumpet call to self-importance. Leadership is the collective action of everyone you influence. Your behavior--your actions and your words--determines how you influence. Our job as leaders is to energize whatever marshals action within others. It involves co-creation of a commitment to a mission. Leadership is about nurturing and enhancing. But if you must be without one, be without the strategy. Effective management is discipline, carrying it out. The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership. Tell them what to do and they will surprise you with their ingenuity. Everything else is dictatorship. Leadership is not a formula or a program, it is a human activity that comes from the heart and considers the hearts of others. This is the ultimate test of his effectiveness. You develop the funny bone and the wishbone that go with it. The good teacher explains. The superior teacher demonstrates. The great teacher inspires. You lead by going to that place and making a case. Mar 28, Like this column?

Chapter 5 : Leadership Frequently Asked Questions

"Leadership is the process of persuasion or example by which an individual (or leadership team) induces a group to pursue objectives held by the leader or shared by the leader and his or her.

What is the shape of the perfect leader and does he or she exist? Unfortunately, no one knows what they are. Since there are no perfect leaders, it is hard to build a good leadership model, which is why there are hundreds of them. But, we can be sure of a few things that good leaders have: The ability to encourage followers to jump into that experience overcome the challenges in order to achieve the vision. A love of self-improvement for themselves and their followers. This love makes them good coaches and mentors. Empowering their followers to get things accomplished delegates. Does a leader need to be motivated? How can leaders maintain themselves to stay motivated? Motivation comes in two forms: Extrinsic motivators come from the outside. For example, one reason that I go to work is that I need to make a living in order to survive. Intrinsic motivators come from within. For example, another reason that I go to work is that I get a great deal of satisfaction when I accomplish a difficult task. Good leaders set and achieve goals that allow them to get a healthy balance of both motivators. Although many people believe that intrinsic motivators are the best, that is not necessarily so. Often, the extrinsic motivators lead us into new situations and then our love for doing it intrinsic carries us through and on to new heights. Does every manager need to be a leader? All good managers are leaders to various degrees. For example, Howard Schultz, of Starbucks Coffee Company, had a vision of stores by the year Did Howard Schultz build those stores himself? They got the visions accomplished by delegating the means and authority to their subordinates. These managers and supervisors also supported their employees by giving them the means and opportunity to grow by coaching, mentoring; and providing training, development, and education opportunities. A CEO cannot be the sole leader of a large organization. There are simply too many leadership tasks that must be accomplished. You say anyone can become a leader. Is it really possible? Anyone can become a leader that has the willingness and drive to achieve that goal. Traits can be changed by focusing upon the more desirable traits and then using them to overpower the unhealthy ones. This is one reason there are no perfect leaders – we all have a few unhealthy or weaker traits. But the better leaders concentrate and grow their desirable traits so that they over-power their weaker traits. In which way do you see that new technologies will affect leadership and leaders? I do not see technologies affecting leaders, or people for that matter. What I do see are good leaders achieving their goals by selecting the right tools and processes technology to achieve their goals. Good leaders focus upon their goals and then do what is necessary to achieve it. What is the relationship between leaders and followers? Leaders are change agents who guide their followers onto new heights, while along the way, they develop and grow their followers. Or have things really not changed that much over the last years? We are still a long way to from fulfilling Theory Y, but we have greatly tipped the scale in its favor. Does a leader need power? How can a leader avoid being corrupted by the power? The degree of power that a leader requires is determined by the goals that she must achieve. For example, the leader of a country requires different powers than the leader of a church. This power is used to achieve a goal. Some leaders, such as presidents, have all or parts of the three, while others, such as Mother Theresa, might have only one. Power does not corrupt. Although the amount of their action is controlled by the type of power they have, it is their inner-self that drives the action. For example, Hitler was a leader by almost every definition, yet there were certain groups that he hated. This hatred drove him to mass corruption in his community it was not viewed as corruption, while in almost every other community it was. If he never achieved the position he held, his inner-hatred corruption of select groups would have still been there. His inner-self controlled the power. The only preventive medicine for corruption is a healthy respect for others diversity. Some authors say leaders must divide their time in three parts: What do you think about? By focusing on the far end of the scales or continuum and developing goals to achieve the 9s, a leader can create her visions. And then by developing great people people scale and giving them the means to accomplish your vision task scale , you have ensured that the necessary ingredients are there for organization success. This, in turn, equals a successful organization. A failure to see the benefits of diversity.

This creates like-people throughout the organizations and leads to one-way thinking. If you do not have a diverse team, then you cannot come up with the creative brainstorming solutions to stay competitive. Also, you alienate your customers and consumers who can be quite diverse. As far as communication is a key point, how can a shy person be a leader? Communication, from a leadership point, is more than just directing others which shy people would draw back from, it is more about maintaining healthy relationships which almost every shy person is capable of doing. While in Guadalcanal on 13 January, he used the following words and actions to motivate his troops: Leaders use both actions and words to get things done. Bossing others is the act of directing others to get things done without having any concern for them. Shy people do not normally become bosses, but many of them do become leaders. If so much material is written about leadership, why are there so few real leaders in companies? Who says there are so few leaders? The only people who can call a person a leader are the followers. People outside the organization might call a person a leader, yet that person might have just been a dictating tyrant who used their power of authority to get things done. This only made that person a boss, not a leader. Only the people who work for another person have the authority to call that person a leader. Too many people equate leaders with the power of authority, yet it is more about visioning and achieving goals through others. Organizations that are lagging behind their competitors often have a lack of leaders throughout their ranks. While great organizations have leaders throughout the organization, from top to bottom. How can that be? Leadership is like many other difficult skills—it takes skills and practice. That is why it is important to develop leaders throughout your organization; although you can learn the knowledge and the skills in a short period of time, it takes practice and experience to get it right. Senior leaders should always be coaching and mentoring their subordinates on the leadership continuum. Is a military model of leadership adequate to any company, as far as it is based most on authority and discipline? Researchers at McKinsey and Company and the Conference Board discovered that one highly effective route of leadership is demonstrated by the U.S. Marine Corps. There are at least four other valid paths to follow: The Marines invest in their front line by following five practices: Over-investing in cultivating core values: Make an investment by intensely focusing on core values. Give your employees more than a brief introduction—assign some training to your most experienced and talented managers. One role model can influence 40 or 50 new hires. Also, focus on values after the training, i.e., Marriott prominently displays customer letters praising superior performance. Preparing every person to lead, including frontline supervisors: Training every front line person to lead has a powerful effect on morale. Do NOT write the followers off or give them superficial attention. You must embrace the notion that front line workers can lead. Learning when to create teams and when to create single-leader work groups: Genuine teams are rare in the business world where a single individual leading a group is the norm. Real teams get most of their motivation from its mission and goals. Attending to the bottom half, not just the top half: Find the time to attend to the poor and mediocre performers, even if it means personal sacrifice.

Chapter 6 : Leadership Interview Questions and Answers

These sample leadership interview questions will help you identify if your candidates have what it takes to be a good leader. Example leadership interview questions to ask candidates Tell me about a time you struggled with work-life balance.

Part of our ongoing series to help you answer common behavioral interview questions. Tell Me About Your Leadership Skills Behavioral interview questions are standard now for companies in all industries especially Fortune companies. Of the many competencies that come up in behavioral interviews, leadership ability is one of the most common I would rank it as 2 most popular after the teamwork question. In fact, I know of one highly-regarded company that bases their entire interview process on leadership behavioral questions for positions at all levels within the organization. Most companies are looking for people with leadership potential even when hiring for entry-level positions. I recommend that every job seeker prepare at least one example of a leadership experience and get comfortable speaking about it in an interview situation. Recent grads can speak about leadership experience gained through volunteering, hobbies, clubs, and academic projects. This is Lesson 10 from the Big Interview interview training system. Take a quick look here if you want to learn more about it. However, most people see true leadership as something that goes beyond just managing people and projects. There are countless books and articles about leadership and countless definitions. Behavioral Questions About Leadership When it comes to the job interview, most hiring managers are looking for the type of leadership skills required to run a team, department or organization now or in the future. There are plenty of other variations on this theme. The idea is that understanding past job performance is the best way to predict future job performance Why Interviewers Ask About Leadership For the interviewer, the goal is to find out if the candidate has true leadership potential. For other positions even entry-level jobs , companies ask about leadership because they want to hire people with leadership potential individuals who can grow with the company and have superstar potential. Most companies want to hire the best of the best. Your interviewer wants to know if you have what it takes to help lead the organization into the future. In most job interviews, you will be competing against many qualified candidates. Most of them can do the job. However, to get hired in a competitive job market, it is essential to be more than qualified. You want to show that you are a leader, a superstar, an influencer. The goal is not to script out an answer word-for-word. The STAR format allows you to structure the general shape of your response by jotting down bullets for each of the key aspects of the story. Check out Big Interview for more guidance on structuring great STAR stories and an Answer Builder tool that you can use to make the process much easier. Inside Big Interview, our complete training system for job interviews, we give you video lessons, sample answers, and an interactive practice tool for all of these different versions of leadership interview questions. Why We Like Them With these bullets, the candidate quickly paints a picture of the challenge faced. She had to motivate a team of people who were stressed out, negative, and overworked. This scenario obviously required strong leadership skills. Avoid the temptation to get bogged down in too much detail. A Approach Talk about the key actions that you took. When telling a leadership story, make sure that you convey specifically how you stepped up as a leader. What actions did you take and why? How did your actions demonstrate leadership? I then assigned each person to do more research on how we might implement one of the ideas. Why We Like Them She gives us a step-by-step breakdown of her leadership strategy. She empowered her people to help solve the problem , she opened herself up to constructive feedback, and she made everyone feel valued and heard. Wrap up your example by describing the positive outcomes of your action. They loved the idea of being empowered to help find a solution. Instead of complaining, they channeled their energy in a more productive way once they knew that they would be heard. This freed up 8 hours each week including two hours of my time and three hours for my top account manager. Why We Like Them This is a great happy ending. The candidate covers a number of positive outcomes: Choose a Strong Example: Review the job description carefully and identify the type of leadership skills required for the role. Often, the desired leadership capabilities are spelled right out in the job description. One position may require managing a large

team and another may be looking for someone who can take initiative. Using the STAR format will help you keep it focused. The example above is far more scripted than you want or need. We took this approach to make it easy for readers to understand. However, for your own stories, you can just jot down the key bullet points for each section. The idea is to create a framework that ensures you cover the most important and impressive aspects of the experience. Please do not skip this step. We know that practicing interview answers is not exactly the most exciting activity. However, it really does make a difference. Academic studies consistently show that candidates who practice get more job offers. Practice makes you a MUCH better interviewer and significantly increases your odds of getting hired. She also has more than 15 years of experience training and advising managers at organizations from American Express to the City of New York.

Chapter 7 : 21 Interview Questions That Assess Leadership Potential

Ask this question once a month to encourage leadership from everyone in the company. Placing them in the driver's seat can really open up some potent ideas on helping the company succeed. This question also offers a sense of empowerment and ownership of the company.

Team Leader Interview Questions 5 Team Leader Interview Questions and Answers Whether you are preparing to interview a candidate or applying for a job, review our list of top Team Leader interview questions and answers. Tweet How do you determine if a task or project is at risk? Team leaders have a responsibility to communicate team goals. This question lets you see how applicants monitor tasks and projects, identify issues and make certain the team is helping the company achieve its main goals. What to look for in an answer: This reduces the chance of failure. Second, throughout a task or project, I monitor key performance indicators to see if the team is on schedule, within budget and producing quality work. I also ask that team members maintain constant communication with me throughout the project. This allows me to anticipate and identify problems before they arise and reduce any negative effects. The success of a team often depends on the ability of its leaders to get everyone working together towards a common goal. A lack of unity can lead to failure. With this question, you can gain an understanding of how the applicant would handle the situation successfully and move the team in a positive direction. I would first ask the team members to take a step back. If appropriate, I would negotiate a compromise that would put the team in the best position for success. They encourage team members, provide feedback and offer skills development. This question can show you how applicants view leadership and implement their style. I give my team members space to unleash their talent while providing constructive feedback, regular performance reviews and training sessions. I aim to run an open, transparent and honest operation. My goal is to know employees well so I can help them grow and improve. This is how the team wins. Team leaders are not just expected to generate and share detailed performance reports with the team and company management. They should also know how to use data-driven insights to boost team efficiency. In a general sense, I always look at quantity, quality and time. Another thing I measure is employee morale and engagement because those can make or break a team. Many companies ask team leaders to participate in the interview process for applicants to their team. Since team leaders are so close to the front line, management values their input. Look for answers that clearly illustrate what the applicant values in team members. I make sure applicants have the necessary hard skills but also look at important soft skills, such as written and oral communication, logical thinking, adaptability, attention to detail and reliability. In addition to questions to check experience and credentials, I would ask behavioral, competency and opinion questions during the interview, as well as a brain teaser or two.

Chapter 8 : The Leadership Question - Designed Learning

Top 10 Leadership Assessment Questions Here are 10 questions that should be used to assess the quality of the leaders in the place and to help in the selection of those to come. By James Kerr.

Discussions of issues do not seem to be part of the culture of the new politics in town. Most of the politicians are not raising issues; they just quarrel all the time. Can anyone seriously point to the main issues of the elections barely five months to the polling day? The focus is only on who becomes the candidate and not also what programme should be embraced by the voters. And the matter is not helped by the low quality of what goes in the public sphere that is saturated with insults, abuse, and prejudice and hate speech. Yet forces of progress and genuine democracy should not be daunted. The electorate must be sensitised to insist that beyond the ethnicity, religion, region or the look of the candidate, the issues of the elections should be popularised. The issues should be the focus as the polity gears up towards electioneering. In other words, the choice should be a choice of programmes too. In a multi-party system, the political parties ought to be leading the debates on the issues – mass poverty, insecurity, infrastructure revamp, funding education, universal healthcare, environmental degradation etc. While these and more tangible issues could be spelt out by candidates and their parties as clear-cut strategies, policies and programmes, there is a less tangible issue which cannot be reduced to programmes. The less visible issue which should command as much reflection as other possible issues of the elections is leadership. In fact, if you ask some perceptive members of the public what should be the most important issue of the election, they would simply reply with one word: That is leadership beyond the various definitions amply supplied by our motivational speakers at workshops and several recipes embodied in the how-to-do –it publications in the market. In pondering the issues of leadership it could be worthwhile to make it a matter of deeper philosophical reflection. Chidi Amuta, reminded public intellectuals especially that the issue of leadership requires more serious thinking. Amuta explored the typology of leadership drawing good and bad examples of leadership from Africa and other parts of the world. These leaders and many others must have demonstrated some qualities, which qualify them as models to some other people. Nelson Mandela of South Africa, of course, came up as a standard to which other leaders should aspire to for generations to come. The qualities of political leadership are as many as the expectations of the electorate in various climes. Roosevelt, Margaret Thatcher and Mikhail Gorbachev among others. Little surprise, Bill Gates chose the book as a Book of the Year in In making a choice of leaders during elections, therefore, the people may have to look at the qualities they require of a leader in a given situation. After all, that is why each election has its own specific issues; expectations vary from time to time. Political Leadership in the Modern Age, the professor draws some conclusions, some of which may be relevant in the reflections on the Nigerian situation. He puts the matter like this: Some leaders have been eager to foster this view and to act as if it were true. That is why a critical reading of the book could provoke useful reflections on how to tackle the Leadership Question in Nigeria. After all, in an age in which Donald Trump is proving in America that time-honoured institutions could be rubbished in the most cynical manner, the strength of character of a president should be thoroughly examined during an election. For instance, on the cover of the current edition of The Economist of London, there is a portrait of Trump with a question: So it may not be enough to say that you need strong institutions and not strong leaders in some instances. The foregoing would invariably lead to some deductions in the Nigerian context. First, besides the president more attention should be paid to the quality of leadership of leadership at the other tiers of government. Yes, by constitutional definition, the president is the Chief Executive Officer of the State with vast powers and enormous responsibilities. His or her character could determine a lot in the direction in which Nigeria should go. Yet the leadership decline at the other levels is eminently worthy of interrogation. For instance, in the long debate on restructuring, there is hardly any emphasis on the quality of leadership at the tier of government to which greater powers should be devolved. The worst situation is at the local government level. It is there you would find the most unprepared cadre. These political leaders had strength character. In another clime, it is not unusual for a Mayor of Paris to aspire to become the president of France. It is all a measure of the standard of leadership expected at that level of

government. Leadership recruitment should be taken more seriously and the political parties should also serve as platforms for leadership development. More concretely, the suggestion by Amuta of institutionalised leadership training should be considered. Similarly, greater weight should be given to the leadership content at the state levels. The shenanigans that pass for governance in some states are just unacceptable. The experience since is that a governor is a probable president at the end of his tenure. Apart from the two former military heads of states, only governors have become presidents. The legislative arm of government has largely not pulled its weight. At least, the noticeable executive-legislative feud at the federal level is sometimes because the National Assembly asserts its power over the budgetary process. In most states budgets are hardly scrutinised and the Speaker of the House is more or less a glorified special assistant to the governor on legislative matters. The governors intimidate the state legislature. Restructuring without balancing of the leadership at the state level would not automatically improve governance at that level. Secondly, putting together a competent team is important for the leader to perform creditably. For instance, while President Muhammadu Buhari has the ultimate responsibility for governance, the truth is that members of his team should accept more responsibilities for governance. For instance, the economic team should accept more responsibility. Without prejudice to the responsibility of the British Prime Minister, the Chancellor of Exchequer has his own slice of the responsibility just as the Treasury Secretary has leadership responsibilities in the United States. The same thing applies to other departments of government. Landmark policy ideas should flow from members of the team. It is said that when the first paper on the free education which has historically defined the government of Obafemi Awolowo in the old western region was presented by the minister of education, it was initially critically received by other cabinet members. In the same vein, as a retired General of the Nigerian Army, Buhari should accept more responsibilities for the lack of coordination in the security and defence sector. It is good that the president has been talking tough recently on the security situation. Nothing less is expected. He should respond to the clamour for a rejig of the whole hierarchy of the state apparatus. Correspondingly, the other political parties seeking power should also learn the necessary leadership lessons in this regard so that they could improve on the situation if they happen to get into power. Above all, in making the question of leadership one of the issues of the elections the orientation of the leader also matters; that is the ideological content of leadership.

It's humbling to ask questions. After all, the moment that you ask a question is the moment you reveal what you don't know. To some, asking questions is a death-blow to their ego, while to.

Lead Top 10 Leadership Assessment Questions Here are 10 questions that should be used to assess the quality of the leaders in the place and to help in the selection of those to come. Getty Images Business success is a direct reflection of the leaders that oversee the organization. Here are 10 key questions, based on position-person fit, that can be used to assess your current leaders and assist in the selection of those to come: You want leaders that are sincerely interested at the work at hand and those can become movers and shakers within their industries. The leader demonstrates executive presence and is comfortable working at all levels of an organization? You want leaders that have the poise and confidence to be effective in all circumstances. The leader is an exceptional trust-builder? You want leaders of high integrity that you can be counted on. The leader inspires followership and can build a strong team around them? You want leaders that people want to work for and with. The leader is a thought leader that can introduce new ways of "thinking" and "doing"? You want leaders that are always pushing to be better. The leader is an outstanding communicator, skilled at both listening and messaging? You want leaders that can communicate effectively, so that there is no doubt about what is important. The leader routinely provides feedback and coaching to their team? You want leaders that are always working to make their team better. The leader rewards outstanding performance and knows how to reward the "right" people? You want leaders that recognizes talent and rewards people based on results, and, not on effort or out of favoritism. The leader can demystify complex concepts and teach them to their teams? You want leaders that can teach people how to be the best that they can be. To close, these 10 questions are essential in the assessment of leaders. However, they are not intended to represent the full suite of questions needed to do a thorough evaluation. I share them here to get you started. And, of course, a rubric is needed to properly weigh each assessment question and objectively establish a relative leadership score for each person being assessed. Aug 8, Like this column?