

# Interview Questions

## Leader, Not a Boss

Note: The following questions are general interview inquiries suitable for a wide range of companies and industries. They are not tailored for specific positions that require technical knowledge.

Opening	<ul style="list-style-type: none"><li>• How did you learn about this position?</li><li>• What do you know about us? (the company)</li><li>• Why did you apply for this position? What interests you the most about this position?</li><li>• Why do you want to work for this company?</li><li>• How do you see your existing skills fit to the position you are applying for?</li><li>• After reading job description, how do you imagine this position?</li><li>• What are you expecting from this role?</li><li>• Could you tell me about yourself and briefly describe your background?</li></ul>
Collaboration (Stakeholders and Customers)	<ul style="list-style-type: none"><li>• Share an experience of a recent workplace conflict. Who was involved, and how was it resolved?</li><li>• Can you share a specific instance when you went above and beyond to deliver an exceptional experience for a customer, client, or stakeholder? Please describe the situation and its outcome.</li><li>• Explain how you approach building relationships with stakeholders or customers? Can you provide an example?</li><li>• Describe a situation where you had to provide critical feedback to a colleague. How did you deliver the feedback, and what was their response? Did they implement any changes based on the feedback?</li><li>• Tell me about a time when you disagreed with a decision that was made. What did you do?</li><li>• What type of work environment do you prefer?</li></ul>
Team Leadership	<ul style="list-style-type: none"><li>• How would you describe your leadership style?</li><li>• Describe a situation where you had to jump in and assist your team with their workload. What actions did you take to provide support?</li><li>• How do you motivate your team to enhance their performance?</li><li>• Tell me about a challenging situation you encountered with your manager. How did you handle it?</li><li>• Describe a situation in which you had to communicate an unpopular decision to your team. How did you approach it, and what was the outcome?</li><li>• What, in your opinion, are the most important qualities of a good leader?</li><li>• When delegating tasks to your team members, what is your approach and what factors do you consider?</li></ul>

	<ul style="list-style-type: none"> <li>• Can you discuss a time when you supported a low-performing team member to improve their performance? What actions did you take?</li> </ul>
Results, Projects, and Improvement	<ul style="list-style-type: none"> <li>• Describe a situation where you had to take a calculated risk or make a difficult business decision. How did you approach it?</li> <li>• Tell me about a project that you led. What challenges did you face, and what were the results?</li> <li>• Can you share an experience of a time when you had to improve a Key Performance Indicator (KPI)? What actions did you take?</li> <li>• Describe a situation in which you encountered a problem and successfully resolved it. What steps did you take?</li> <li>• Tell me about a time when you introduced a process improvement / general improvement. How did you do it, and what were the results?</li> <li>• Can you share a situation in which you implemented a new or creative idea that ultimately failed? How did you feel about the outcome, and looking back, what would you do differently?</li> </ul>
Self-awareness	<ul style="list-style-type: none"> <li>• Do you see yourself as a team player or individual contributor?</li> <li>• What do you consider to be your greatest improvement area?</li> <li>• What is your biggest strength and why?</li> <li>• What do you see as your biggest professional failure? What did you learn from it?</li> <li>• Could you describe a professional accomplishment that you are particularly proud of? What was your role in achieving this accomplishment, and what were the results?</li> <li>• How do you deal with stressful situations and pressure?</li> <li>• What would your existing colleagues and team members tell me about you if I'd asked them?</li> <li>• Where do you see yourself in 5 to 10 years?</li> <li>• What motivates you?</li> </ul>
Closing	<ul style="list-style-type: none"> <li>• How do you like to spend your free time?</li> <li>• What hobbies do you have?</li> <li>• What is the latest book you read / movie you have seen?</li> <li>• What kind of boss would you like to have? What are your expectations from this person?</li> <li>• Is there anything we haven't talked about that I should know about you?</li> <li>• Are you actively applying for other jobs?</li> <li>• After our discussion, are you still interested in this position?</li> <li>• Do you have any questions for me?</li> </ul>