

Leadership Interview Questions

1. How would you describe your relationship with employees in the past?
2. How would your two most recent supervisors describe your leadership style/abilities?
3. How would your two most recent staff describe your leadership style/abilities?
4. How have you evolved/grown as a leader?
5. What kind of attributes/characteristics would you like to see in your team?
6. What kind of work culture do you think increases morale and employee motivation level?
7. How would past coworkers and team members rate your leadership skills? What would they say about your leadership style?
8. Tell me 3 things that describe your management style.
9. If we spoke with past coworkers, what would they say about you?
10. Do you practice servant leadership and if so, what are the advantages and disadvantages of this type of leadership?
11. Tell me about your fiscal management experiences (budgets, payroll, capital plans, cash flow).
12. Working with a large team, it's easy to get bogged down in day-to-day operations and not be available to engage with and visit your teams outside the office. How will you approach this to ensure open communication?
13. What was your greatest disappointment as a leader and how did you handle it?
14. What obstacles have you overcome?
15. What partnerships have you developed that you are particularly proud of and what was the business impact as a result of these partnerships?
16. What did you do for your last or current employer that made a difference and for which you believe you will be remembered?
17. Sometimes it is easy to get in "over your head". Describe a situation where you had to request help or assistance on a project or assignment.
18. Tell me about a time you coached employees who 1) improved and 2) didn't improve.
19. Given your understanding of the position, how does it fit into the mission and success of UNCP?

20. Do you believe it is or is not important for an organization to be concerned about reaching diverse audiences with our products/services, and/or with striving for a diverse work force? Why or why not?
21. Should you be offered this position, what do you believe will be the most rewarding part of this position for you?
22. What will be the least rewarding? (or the largest learning curve)?
23. What are your long term career goals?
24. If you were offered this position, what would you like to see accomplished the first 30 days, 60 days, and 90 days?
25. In what ways will you lead this division such that it advances institutional commitments to sustainability?
26. In what ways will you lead this division such that it is transparent and welcoming to community input and decision-making, in keeping with principles of shared governance in higher education?
27. Why should we hire you?
28. What do you think you would do for this organization that someone else would not?
29. Of all of your many skills, what one do you feel differentiates you from others?
30. Why do you want this job?
31. What are the most important values you demonstrate as a leader?
32. What is the difference between a leader and a manager?
33. What would be your greatest weakness?
34. How do you get others to accept your ideas?
35. How would you go about praising a team member in public?
36. Are you more effective in a group or one on one basis?
37. Describe a time you took a leadership position when you did not have the title of a leader.
38. How would you go about getting cohesion among a team who disagree?
39. How do you set an example to those on your team?
40. What is the most difficult part of being a leader?
41. How do you lead through change?
42. How do you measure success?
43. What motivates you to be a leader?
44. What is a leader's best asset?
45. What do you do when you are unsure about how to achieve the goals of the team?

46. Are you more comfortable with verbal or written communication?
47. How would you deliver bad news to your team?
48. Is competition among a team healthy? Why or why not?
49. What are the most difficult decisions to make?
50. What are you most criticized about?
51. How would you proceed to reorganize your team?
52. Have you ever been a member of a successful team? What was your role in the success of the team?
53. How do you build support for ideas/goals with people who do not report to you and you have no authority over?
54. How do you go about resolving conflict?
55. Name a time when an employee disagreed with your directive and how you handled it?
56. Who are the most important members of your team?
57. How do you delegate responsibilities to your team?
58. Name a time when you had to change a decision due to new facts.
59. How do you achieve objectives in a fast-paced environment?
60. Explain a time when you had to make a decision without all the relevant facts.
61. How do you formulate and present arguments to others?
62. How did you handle a time when you had to make an unpopular decision?
63. What do you do to remain engaged in a conversation?
64. How do you organize projects and tasks?
65. Explain a time when you were not able to meet a deadline.
66. How have you rallied your team in the past in difficult projects/tasks?
67. Have you ever developed an innovative solution to a non-traditional problem?
68. What is the role that leadership plays to a manager?
69. How would you go about developing your team?
70. Have you ever taken on a job for which you were unqualified?