

## **17 Questions for Recruiting Leaders with Character**

1. Please tell me about the 2-3 things that set you apart?
2. What are the main obstacles you are confronting this year that could prevent you from reaching your objectives?
3. What does your current position not offer that you might look for with another company?
4. Of all your skills and talents, which has been underutilized in your present position?
5. How does the competition describe your company?
6. Describe a team that you built, and the major reasons that it was successful.
7. How do you mentor your direct reports and develop their personal and/or professional skills for larger roles?
8. Give me an example of how you provided leadership and direction under unusually difficult circumstances.
9. Describe a situation in which your work was criticized.
10. What accomplishments are you most proud of, and why?
11. Tell me about a situation in your professional career that you would describe as a personal failure; how did you handle it?
12. What misconceptions do others have about you?
13. Describe an unusually difficult decision you made; what were the results?
14. What do you do to bring out the best in other people? Please give me an example.
15. What would your direct reports say that you could do even better to bring out the best in them? Please give me an example.
16. Describe a situation in which you were faced with a difficult ethical dilemma, and tell me how you dealt with it.
17. What do you do to achieve balance in your life?