



Recommended interview questions for

# Recruiting Skilled Leaders with Character

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1. Please tell me about the 2-3 things that set you apart.
2. What does your current position not offer that you might look for with another company?
3. Of all your skills and talents, which has been underutilized in your current position?
4. Describe a team that you built, and the major reasons it was successful.
5. How do you coach your direct reports and develop them for larger roles?
6. Give me an example of how you provided leadership and direction under unusually difficult circumstances.
7. Describe a situation in which your work was criticized.
8. What accomplishments are you most proud of, and why?
9. Tell me about a situation in your professional career that you would describe as a personal failure; how did you handle it?
10. What misconceptions do others have about you?
11. Describe an unusually difficult decision you made; what were the results?
12. What do you do to bring out the best in other people? Please give me an example.
13. What would your direct reports say that you could do even better to bring out the best in them? Please give me an example.
14. Describe a situation in which you were faced with a difficult ethical dilemma and tell me how you dealt with it.
15. Please tell me about the best boss you ever had. What about the worst boss?
16. If a crystal ball could tell you about your future, what would you want to know? Why?
17. What would constitute a “perfect” day for you?
18. Where is a place you’ve visited that had an impact on who you are today?
19. What two books have shaped your life most? Why?
20. For what do you feel most grateful in your life?
21. What is something you’ve dreamed of doing for a long time?
22. What is one of the more embarrassing moments in your life?
23. If you could start your career over, what would you do differently?
24. Please tell me what you know about our company.
25. What frustrates you the most and really gets you mad?
26. What do you do to achieve balance in your life?
27. What is the one question I should have asked you but did not? What’s your answer?