

Member Communication Experience

# Interviewing For Leadership Competencies: Five Questions to Ask

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CREATIVITY

According to the World Economic Forum's Future of Work

Interview questions to ask:

- » When you are stumped – what do you do?
- » Tell me about a problem you were able to solve, and how you went about it.

Listen for the interviewee to mention something that would not be the norm, such as saying, “When I’m stumped I tend to put the problem aside for a day or two and let my subconscious work on it.” You may not want a worker who stops pursuing a problem, but you do want to hear an approach other than “I asked my boss for help.”

### **ACCOUNTABILITY**

Unfortunately this is an industry rife with pitfalls, finger pointing, and lawsuits. While companies pay the price, individuals can ward off potential consequences by being confident enough to take responsibility when things go awry.

Interview questions to ask:

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## About the Author

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Dr. Nanette Miner is a leadership development and workplace-learning strategy consultant. Through her firm, [The Training Doctor](#) revolutionized the way that individuals are prepared for leadership roles in their organizations. Rather than a chosen few, her process is aimed at ensuring