

Behavioral Questions—Leadership Examples

We often receive requests for behavioral interview questions that focus on leadership experiences. Here are such questions.

1. Tell me about a cross-functional organizational problem that had been lingering for quite some time, the action you took, and the results you achieved.
2. Tell me about a standard or weekly meeting and how you changed the meeting agenda or process to make everyone's time more effective.
3. Describe how you encouraged or recognized the contributions of others in general... in a specific instance of top performance... individually... collectively.
4. Tell me about a situation in which the way the work was performed or the standard work process was no longer competitive or industry leading.
5. Give me an example of a time when you were reviewing financial statements and identified an emerging opportunity or a problem.
6. Tell me about a situation where you identified processes that could be improved but that were "owned" by others on the leadership team.
7. Tell me about a situation where organizational performance was already at a high level and how you initiated a series of ongoing, continual improvements.
8. Give me an example where you were able to strengthen and support your employees throughout a challenging project.
9. Describe a situation where your basic product line was well accepted, yet you saw a new product line that could be readily integrated.
10. Tell me about a situation when you re-structured a part of the organization to be more effective.
11. Tell me about an employee you managed who was once a solid performer and who of late had "retired" on the job.
12. Tell me about a situation where a major long-term customer was in jeopardy.
13. Describe a situation when a product line's sales were declining and you led the organization to move in a direction with more long-term growth potential.
14. Tell me about a situation where there was substantial sales growth, year after year, and how you addressed and accelerated that growth.
15. Give me an example of when the same type of problem kept recurring and how you moved the organization to more of a root-cause analysis and solution.