

Questions					
Potential	<p>How have you developed over the last six months – and can you correlate how that development might fit into this environment?</p> <p>Determine how they have increased their potential. The best answers are about being wiser. Acquiring knowledge/skills is the first step. Leveraging that knowledge/skill is the second. Converting knowledge and experience to wisdom is the final step.</p> <p>Learning from one’s failures can also make someone better at what they do. If you don’t learn from your mistakes, you’re doomed to repeat them. Being better isn’t just about successes.</p>	<p>What are you currently working on to improve – either personally or professionally?</p> <p>Knowing our biggest weakness only matters if we are doing something about it.</p>	<p>Tell me about the last article/video/talk that really intrigued you</p> <p>This question is asking how they are making themselves more effective. They should be able to articulate how their efforts will have an impact. How are they leveraging resources/communities to increase their potential? This should reveal curiosity, initiative, and proactive learning.</p>	<p>What do people come to you for help/advice about?</p> <p>See if they are increasing the potential of others. Being able to ask for help/advice is a skill often overlooked.</p>	<p>Can you suggest why a team might be better because you are on it?</p> <p>A collaborative team has high collective intelligence and thus high collective potential. Look for answers about how they contribute to the team rather than how they personally elevate it.</p>
Trajectory	<p>Look ahead to six months from now what do you want to have improved – professionally?</p> <p>See if they are aware of the trajectory they are on and if it’s the right trajectory. Good answers will explain how they will leverage and apply what they are getting better at.</p>	<p>What was the last thing you learned about yourself that you didn’t know before?</p> <p>Find out how self-aware they are as well as how their trajectory has helped them grow. Even simple answers “I realised that I perform better in face to face meetings” can be revealing. Delve into how they came to their realization.</p>	<p>Think of a recent project you have undertaken personally or professionally – in hindsight – can you think of what you might have done differently if you were to do it again?</p> <p>See if they have been learning and gaining knowledge. A good answer will reflect the ability to reflect, analyze, and critique their own work.</p>	<p>Can you explain how you see your career trajectory? Can you tell me the last ‘career correction’ you made and why?</p> <p>Get a sense of why they have made the career decisions they have and assess their motivation</p>	<p>They say you’re only as good as your next accomplishment. What are you or do you plan to accomplish next?</p> <p>Good answers articulate vision or strategy and encourage answers outside of a professional environment. that they can learn to be comfortable speaking in front of a room (i.e. leading meetings).</p>
Performance	<p>Describe a piece of work that you took ownership for. How did you measure success?</p> <p>People with a sense of ownership will articulate what the project is, why it is important, and how it will have an impact. How was success defined? Output vs outcome</p>	<p>POST INTERVIEW REVIEW</p> <p>“What strengths did we see?” “Is this person a self-starter?” “What skills/capabilities and experience can they bring to us?”</p> <p>“What skills/ capabilities would need to be developed and how could we help with this?”</p> <p>“Where could this candidate add value?” “How can we take this further?” “Cultural Fit? If not, why not”</p> <p>Always prepare feedback and be aware of retaining company brand with candidate management.</p>			

NOTES					
	Development	Self-improvement	Effectiveness	Expertise	Collaboration
Trajectory	Future planning	Self-awareness	Reflection and critical ability	Motivation	Strategic vision
Performance	<p>“What strengths did we see?” “Is this person a self-starter?” “What skills/capabilities and experience can they bring to us?” “What skills/ capabilities would need to be developed and how could we help with this?” “Where could this candidate add value?” “How can we take this further?” “Cultural Fit? If not, why not” Always prepare feedback and be aware of retaining company brand with candidate management.</p>				