

Leadership Interview Questions by Behaviour

Communicate and Influence

- Tell me about a time you had to influence senior stakeholders with differing priorities?
- How have you adapted your communication style to lead through a period of uncertainty or change?
- Describe a situation where your communication directly impacted the success of a project or initiative?
- How do you ensure your vision is clearly understood and embraced by your team?
- Share an example of when you had to manage resistance to your ideas or proposals?
- Tell me about a time when you had to listen carefully to understand a complex problem or situation at work?
- Describe a situation where you had to adapt your leadership approach to better support or recognise the contributions of a team member, and what was the outcome?

Collaborate and Partner

- Describe a time you built a strategic partnership internally or externally that delivered long-term value?
- How have you fostered collaboration across departments or organisations?
- Tell me about a time you had to align conflicting interests to achieve a common goal?
- How do you create a culture of collaboration within your team or organisation?
- Share an example of when you successfully influenced others without direct authority?
- Describe a situation where you had to build trust with a team member, stakeholder, or partner who was initially sceptical or resistant. What specific actions did you take, and how did you know you had successfully established trust?
- Tell me about a time you had to share information or resources with a team, individual or partner, and how you ensured that it was effectively utilised and beneficial?

Change and Improve

- Tell me about a time you led a significant change initiative. What was your approach?
- How do you inspire others to embrace continuous improvement?
- Describe a situation where you had to challenge established ways of working?
- How do you balance innovation with operational stability?
- Share an example of how you've embedded a culture of change in your team or organization?
- Tell me about a time when you led or contributed significantly to a digital transformation initiative. What was your role, and what impact did the initiative have on the organisation?

Make Effective Decisions

- Describe a high-risk decision you made and how you approached it?
- How do you ensure your decisions align with strategic objectives?
- Tell me about a time you had to make a decision with incomplete or conflicting information?
- How do you involve others in complex decision-making processes?
- Share an example of a decision that didn't go as planned. What did you learn?
- Can you give an example of how you've used data insight to make a decision or solve a problem?
- Describe a situation where you implemented a new or improved process or practice within your team. What was the situation, what specific best practices did you leverage, and what was the result?

Develop Ourselves

- What's the most important leadership lesson you've learned, and how did you learn it?
- How do you ensure your personal development keeps pace with organisational needs?
- Tell me about a time you sought feedback that changed your leadership approach?
- How do you role model continuous learning for your team?
- Describe a time you invested in your own development to meet a new challenge?
- Can you give an example of how you have demonstrated one of the DCC values (Collaborative, Innovative, Empowered, Accountable)?
- Describe a situation where you observed a pattern in your own behaviour that you wanted to change. How did you approach making this change?

Develop Our Teams

- Tell me about a time you helped someone in your team grow into a leadership role?
- How do you identify and nurture potential in your team?
- Describe your approach to building a high-performing team?
- How do you create a culture of learning and development?
- Share an example of how you've supported someone through a development challenge?
- Describe a time when you faced a major setback or failure in your leadership role. How did you respond, and what did you learn from the experience?
- Describe a situation where you had to adapt your leadership style to accommodate the diverse needs and perspectives of a team. How did you ensure that all team members felt valued and included?

See the Bigger Picture

- How do you ensure your team's work aligns with the wider organisational strategy?
- Tell me about a time you identified a broader opportunity or risk others had missed?
- How do you help your team understand the impact of their work on the organisation or community?

- Describe a situation where you had to balance short-term pressures with long-term goals.
- How do you stay informed about external trends?

Customer and Outcome Focused

- Tell me about a time you led a service or initiative improvement based on resident feedback?
- How do you ensure your team stays focused on delivering outcomes that matter to customers?
- Describe a situation where you had to balance stakeholder needs with organisational constraints?
- How do you measure and communicate success in terms of customer outcomes?
- Share an example of how you've embedded a stakeholder-focused culture in your team or department?