

# Competency-Based Behavioral Interviewing Questions

## LEADERSHIP PRESENCE:

**Displays confidence and knowledge, while remaining approachable, in a variety of business situations.**

1. Describe your leadership presence.
  2. Have you had a leadership mentor? If so, describe him or her. What have you carried with you from this exposure?
  3. Think about either an effective leader or an ineffective leader with whom you have interacted. What made him or her so – what were the distinguishing elements?
  4. Does a situation come to mind where you had to step in and take charge? Describe your role and how you influenced the outcome.
  5. What have you done to make the organization's vision and values known to others?
- Developing as a leader and moving toward “authentic leadership”:**
6. How are you more self-aware now than earlier in your career? Are there certain tools you use to help in your leadership self-awareness?
  7. How do your values shape your actions?
  8. What motivates you intrinsically and extrinsically?