Behavioral Interviewing Questions

DEVELOPING DIRECT REPORTS:

Engages in behaviors and activities to help direct reports achieve career/job aspirations while enhancing organizational capabilities.

1. Describe your leadership style.

2. Describe how you have helped a person grow in his or her career.

3. How have you "raised the bar" for your direct reports? Explain how you did it—your approach, the problems you encountered, and the outcomes.

4. How do you onboard new employees to your department?

5. What have you done to develop a successor for your position?

6. How do you recognize and reward your top performers?