

Interview Guide

Use the structured interview questions below to gather additional insight on this person. This allows you to compare people using the same set of questions.

General interview questions

Additional questions added to the template.

- How has your previous work experience prepared you to take on the challenges of this role?
- Describe your ideal work environment. In what type of work culture do you feel you perform best?
- What type of management style do you prefer & how do you feel it helps you work most effectively?
- Tell me about what attracted you most to this position. What prompted you to apply for this job?

Competency-based questions

Questions you may find helpful to ask the candidate, based on the competencies needed to be successful in this role.

Driving Results

Share a time you led a challenging project that was hindered by a barrier or setback. How did you handle it?

Innovation

When have you faced a problem that required a creative solution? How did you come up with an idea to solve the problem?

Leading Change

Think of a time you led a change initiative in your organization. What actions did you take to ensure that the change was successfully implemented?

Leveraging Relationships

Give me an example of an important business relationship you developed with someone from other parts of your organization or outside of your organization. How did the relationship help you meet your business objectives?

Operational Planning and Prioritization

Share a large-scale operational goal you were responsible for achieving. What strategies did you use to ensure the goal was achieved?

Ready to start the interview?

By starting the interview, you will save this version of the guide in its current state for this candidate only. You'll also be able to add interview notes to each question. Learn more at knowledge.barclay.com.

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