

INTERVIEW

Questions

Support

If you were struggling with a certain aspect of your role, what would you do?

Can you provide an example of how you've improved an administration process in your previous work?

Can you provide an example of how you have led a large team through a significant change?

(management roles)



NEW THINKING

How do you handle changes in priorities or last-minute requests?

Can you provide an example of how you managed a complex project or task and what was the outcome?

How do you ensure that your department or team contributes to the overall strategic goals of the company?

(managerial roles)



Empower

Can you give an example of a time when you went above and beyond in your role?

Can you describe a situation where you identified an issue or potential problem and explain what steps you took to resolve it?

Can you share an example of a successful strategic initiative you led and the impact it had on the business?



HONESTY

Have you ever found an error in a report or document? How did you handle it?

How do you manage confidential client/colleague information and ensure it is securely handled?

How do you approach risk management in your area? Can you provide an example of how you mitigated a major risk?

(management roles)



Inclusion

What do you know about our company's culture, and how do you see yourself fitting in?

What do you know about our company's DEI initiatives, and how would you contribute to them in your advisory role?

How do you ensure that the culture and values of our company are reflected in all the locations you manage?

(managerial roles)

