Growth Mindset / Operating in Chaos & Fast Pace

- Imagine you are in your first few months on this job. What questions would you first ask and to whom?
- When was the last time you changed your mind about something important? What happened and what was the result?
- Tell me about a time you really messed something up. How did you handle it and how did you address the mistake?
- Tell me about a time you took unexpected initiative.

Internal Emotional Intelligence (Self-Awareness and Self-Regulation)

- What is the biggest misperception others have of you?
- What are your best qualities? Tell me about a time when these qualities made a difference in the workplace.
- What do you want to do differently in your next role?
- What are your best qualities? Tell me about a time when those qualities made a difference in the workplace.
- Tell me about a time you've been really frustrated at work.

External Emotional Intelligence (Social Awareness and Relationship Management)

- Tell me about a time you took initiative to improve something at work. What was the result?
- What's been the most difficult project you worked on, not because of the subject matter, but because of the people involved?

Creative Thinker / Innovator

- Tell me about the last time that you encountered a rule or norm in an organization that you thought made no sense. Did you try to address it? If so, what did you do and what was the result?
- What's the difference between someone who's great in your role versus someone who's outstanding?

Positivity / Resilience

- Who do you admire and why from your previous company?
- What's one part of your previous company's culture that you hope to bring to your next one? What is one part do you hope to not find?
- What is one of the hardest things you have ever had to persevere through?

Communication

- What's been your proudest accomplishment when it comes to communication with a client or colleague?
- Tell me about a department you worked with heavily in your last role. How was your relationship with them?
- Tell me about a time you reached a consensus and forged a path forward after having a disagreement with a teammate.
- What do you do to ensure that your team collaborates effectively together? How do you make sure that everyone's voice is heard?
- How do you handle conflict within a group or a team? Do you tend to approach it head-on, or are you more likely to avoid it?
- What qualities do you bring that add value to a group or a team?
- What do you need from others on your team in order to succeed?
- How do you see the role of praise and criticism in your work?