

Behaviour Questions – Leadership Role

- ✓ Describe what chaos looks like to you? (insight into reactive or structured environment preference)
- ✓ In three words how would others describe you when you're stressed? (Objective view)
- ✓ What qualities do you admire in leadership? Which of these do you need to strengthen? (Self-assessment; personal priorities)
- ✓ Do you have strong personal goals or do you enjoy being fluid with outcomes and tend to change goals frequently? (structured or 'go with the flow')
- ✓ How would colleagues describe you in three words? (Objective view)
- ✓ Do you need to leave the workplace with a sense of achievement every day or can you adapt well to long-term goals which do not have an outcome for many months? (long-game or instant gratification)
- ✓ How would friends describe you in 3 words? (ability to self-assess)
- ✓ Are you the goal-setter in your workplace relationships or do you enjoy helping others to reach their goals? (achiever or adaptable)
- ✓ What interests you about other people? (people-oriented or task-oriented)
- ✓ Do you enjoy meeting new people and find yourself with new friends every couple of years or do you stick with a handful of very close, long-term friends? (relationship building orientation)
- ✓ Do you prefer tried and tested systems or do you like to change things up? (big picture or hands-on; forward focussed or historically focused)
- ✓ Do you like to follow a methodical process or 'wing' it? (adaptable or methodical)
- ✓ Do you thrive in ever-changing environments or prefer a thorough understanding of the process in order to change? (reactive or proactive)
- ✓ Do you like brain-storming environments or do you prefer to problem-solve alone? (introvert or extrovert)
- ✓ What are your thoughts on the following statement: "Don't bring me problems, bring me solutions"? (leadership style – do they help find the real problem or just go straight to resolve)
- ✓ What easily irritates you in the workplace? (insight Q)
- ✓ What business phase do you enjoy the most - start up, development, growth, expansion, maturity, or reinvent? (past experience)
- ✓ Do you have anyone outside your immediate family who you implicitly trust? (do they value relationship building)

