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**Candidate Interview Questions**

1. What part of your background and your accomplishments make you the right candidate for this job?
2. Tell about a time where you had a very short time frame to accomplish a complex project or task.
3. Discuss a project you were leading that did not achieve its goals.  How did you adjust?
4. How do you typically establish goals for your team?
5. Discuss a project that you led where you needed to work across different functional areas in order to accomplish your goals.
6. Describe a project or idea that was implemented primarily because of your efforts.  Discuss your role and the outcome.
7. What is your sense of the existing and potentially distinctive strengths of (Client Company), and how does your own experience prepare you to help us take advantage of these?
8. What do you see as the most likely significant opportunities for growth for (client Company)? What could be the greatest threat to the success of these efforts and what are your thoughts about how you will deal with these threats?
9. Can you discuss a time when you had to implement changes in your area of responsibility. What did you do to get them underway?
10. How would you describe the culture of your most recent employers? What type of culture are you most comfortable in?
11. Are there organizations that you belong to that you believe would add value to this role?
12. Discuss a situation where you have had to lead a major change in an organization. Include information about the type of change, how you went about implementing the change and the approximate timeline.
13. What is the biggest error in judgment or failure you have made in a previous job? Why did you make it?
14. Why are you willing to leave your current position OR why did you leave your last position?
15. How do you explain your career success?