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## IMPACTFUL INQUIRIES & QUESTIONS FROM THE EXECUTIVE SEARCH TEAM OF RATLIFF & TAYLOR

*In recognition of our 25th Anniversary, Ratliff & Taylor is celebrating with 25 distinct events that capture and reaffirm our values by giving back to the community and supporting our work in talent management.*

- 1) Tell me about a time you accomplished something significant that would not have happened had you not been there.
- 2) Describe a time you were able to step into a situation, take charge, muster support and achieve results.
- 3) Share an example of a time when you may have been disappointed in your behavior.
- 4) Tell me about a time you have used your political savvy to impact decisions at work.
- 5) How have you developed leaders under you?
- 6) Tell me about a time you played an integral role in getting a team back on track.
- 7) Describe what you do to handle stressful situations.
- 8) Tell me about a time you had to delegate to someone with a full work-load and how you went about doing it.
- 9) Share an example of dealing with an irate customer.
- 10) Can you recount a time when you made a lasting, positive impression on a customer?
- 11) Describe a time you hired the wrong person.

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- A smiling woman with blonde hair, wearing a white collared shirt and a black vest, is shaking hands with a man in a blue suit. They are in an office setting with a window in the background. The woman is holding a pair of glasses in her left hand.
- 12) Tell me about a time you had to make an unpopular decision.
  - 13) Tell me about a time you were tolerant of an opinion that was different than yours.
  - 14) Outline how you bring out the creativity in others.
  - 15) Give an example of how you set goals and hold yourself accountable to achieve them.
  - 16) What are your professional strengths and weaknesses?
  - 17) Tell me about a time you set your sights too high.
  - 18) What would your peers say about you?
  - 19) Why did you leave your last job?
  - 20) How does this position fit with your career goals?
  - 21) What has been your greatest professional accomplishment?
  - 22) What has been the greatest disappointment in your career?
  - 23) Tell me about yourself.
  - 24) What is it about our organization that appeals to you?
  - 25) Why are you the best person for this job?

*Whether you are a candidate or an interviewer, preparation is critical.*

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