

# BEHAVIOURAL INTERVIEW QUESTION TOPIC

## Managerial Courage

**Description:**

Provides clear and strong leadership. Makes the hard decisions and builds credibility through integrity.

**Evidence to look for:**

- Makes the hard decisions in a timely manner and stands by them
- Demonstrates sensitivity to the consequences of the hard decisions and manages the "fallout" with honesty and integrity
- Takes a stand and backs own views/decisions despite opposition or threats
- Is clear and direct in communication of expectations
- Demonstrates a willingness to "buck the system" in order to get the best outcomes for the business

**Questions:**

- Tell me about a difficult decision that had negative consequences for some of your staff and /or colleagues. How did you deal with the situation?
- If your boss advised you to implement a strategy that you considered unwise, what would you do? Next you discover that the strategy will clearly work against the interests of your organisation, but your boss is even more insistent. What would you do now?