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A TALENT ASSESSMENT COMPANY

Interview Questions Chief Executive

Determine and formulate policies and provide overall direction of companies or private and public sector organizations within guidelines set up by a board of directors or similar governing body. Plan, direct, or coordinate operational activities at the highest level of management with the help of subordinate executives and staff managers.

Strategic Planning and Vision

- What do you think of our company's mission and vision?
- How do you see our company changing in one year and how do you see yourself creating that change? In five years?
- What are three of your biggest accomplishments?
- Who do you believe are our biggest competitors? How do we differ from them?
- Which industry trends will impact us the most in the next five years? How do you go about keeping informed of prevailing business trends and practices?
- What are the drivers of a successful business? What metrics do you review to know if you're meeting your goals?
- What are the most helpful technological platforms and tools you have used? Would you implement them in our organization?
- Describe your rationale before you make a big financial decision. What criteria do you use to decide which products or services to invest in?

Organizational Agility and Communication

- Imagine that a product or service we launched recently failed our expectations. What are your next steps?
- What is the biggest challenge you have faced in your career? How did you overcome it and what did you learn from it?
- Describe a time when two team leaders or executives had a conflict. How did you handle the situation?
- Describe a time you had to make a tough decision (e.g. budget cuts, organizational restructuring, market withdrawal, etc.). What did you do and what was the result?
- How do you decide what operations information to review?
- Tell us about a contract you negotiated that you are particularly proud of.
- Tell me a time when you reallocated resources due to a shrinking budget.

Leadership

- Some people consider themselves to be "big picture people" and others are "detail oriented". Which are you? Give an example of a time when you displayed this.
- How do you ensure departments are aligned with the company's goals?
- How do you prefer to communicate with your team to assign responsibilities to them?
- What qualities do you look for in your leadership team?
- How do you influence company culture? How does company culture affect your work?

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