



THE HIRE TALENT
A TALENT ASSESSMENT COMPANY

Interview Questions Executive

A high level person in a small entrepreneurial environment, or leader of a team in a larger company with large responsibilities.

Vision

- How can you make our company better?
- Which industry trends will impact us the most in the next five years? How do you stay 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?

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 everyone is aligned with the company's goals?
- How do you prefer to communicate with your team?
- What qualities do you look for in your leadership team?
- How do you influence company culture? How does company culture affect your work?

Motivation

- Tell me a time you motivated a team.
- How do you celebrate wins?
- How do you build a successful customer base?
- What would you do with unlimited resources?

Risk Taking

- What do you consider your biggest risk? How did it turn out?
- Have you ever championed a cause others had abandoned?
- How do you manage and promote risk taking?
- Imagine that a product or service we launched recently failed our expectations. What are your next steps?

Drive for Results

- Tell me a time when you pulled something out of the hat last minute.
- 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 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?
- Tell me a time when you reallocated resources due to a shrinking budget.

Hire A-Players Every Time You Hire

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“I feel as though I have a ready consultant on my shoulder ready to assist and discuss with me any difficult choices that result from the results of the testing. They have this area nailed, and I am very satisfied and content with the system.”

“All of the people I have hired since going through the FACT-based Hiring System have been my top performers. The system has greatly improved my team!”

“I love the performance management software! It allows me to keep track of all my hires and their metrics in one place! We have been able to push our hiring process faster than ever before!”

[Scheduling Link](#)