

Values-based Questions

To interview roles with no line management responsibility

These are the questions you should ask candidates to assess their alignment with the council's values.

Where possible, look for relevance of the example to the role being interviewed for. You can add wording to the questions where appropriate to enable this – e.g. Open the question with the phrase “With relevance to this role...”

Be Ambitious

- Describe a specific, ambitious goal you set for yourself in a previous role. How did you approach achieving it, and what was the outcome?
- Can you tell me about a time you identified an opportunity to improve a process or system? How did you advocate for your ideas, and what was the impact?
- Can you describe a time when you took on a task or responsibility that was new or challenging for you? How did you handle the situation, and what did you learn from it?
- What are your professional aspirations? How do you see this role fitting into your career goals?

Be Compassionate

- Can you describe a time when you noticed someone in need of support and how you offered help, even if it wasn't directly your responsibility?
- Describe a situation where you had to deliver difficult feedback. How did you ensure your approach was both constructive and compassionate?
- Imagine you're interacting with a service user who is frustrated or upset. How would you approach the situation to show compassion and effectively resolve the issue?
- Can you describe a time when you went out of your way to assist a colleague, even when it wasn't part of your job or responsibility? What motivated you to help, and how did it impact the team?"

Be Collaborative

- Tell me about a time you had to successfully collaborate with someone who had a very different working style than yours. How did you adapt your approach to achieve a common goal?
- Imagine you're working on a team project and you feel that a colleague in the team isn't pulling their weight. How would you address the situation?
- Tell me about a time when you feel like your communication skills made a difference in a group setting?
- How would you define effective teamwork, and why is it essential in achieving Organisational success?

Be Empowering

- Can you share an example of a time when you supported or helped a colleague feel more confident in their skills or work? How did you empower them, and what was the result?
- Can you give an example of a time you encouraged a colleague to share a new idea, even if it seemed unconventional? How did you support their initiative?
- Can you share an example of a time when you were part of a team, and you helped a colleague gain more responsibility? How did you support them, and what was the outcome?
- Can you describe a time when you were given a task or responsibility and had to learn or figure something out on your own? How did you approach the challenge, and how did it help you grow or empower you in your role?

Be Innovative

- Describe a situation where you identified a problem with a common process or system. How did you approach it creatively, and what was the outcome of your innovation?
- Can you tell me about a time you had to think outside the box to overcome a specific obstacle? What was your approach, and what did you learn from the experience?
- Can you describe a time when you introduced a new idea or approach to a task, even if it was outside your usual way of doing things? How did you implement it, and what was the result?
- Can you share an example of a time when you approached a task or project in a different way to improve the outcome? What inspired you to try this new approach, and what was the result?