LEADErS Acronym for Common Behavioral Questions
Use WHO Logic to structure your responses with relevant examples!

• We advise preparing at least one example for each category noted below.

**L = Leadership**

Tell me about a time you demonstrated leadership under difficult circumstances?

Tell me about a time you demonstrated leadership when the leadership role was not officially yours?

Tell me about a time you demonstrated leadership?

Tell me about a time you demonstrated leadership and the results were not favorable?

Tell me about a time you demonstrated leadership and the results were favorable?

Tell me about a time when you experienced significant growth from a leadership experience?

Tell me about a time you demonstrated resilience?

Tell me about a time you delivered bad news?

**E = Entrepreneurship**

Tell me about a time you initiated a project?

Tell me about a time you developed a solution to a problem?

Tell me about a time you demonstrated an entrepreneurial mindset at work?

Tell me about a time you demonstrated curiosity?

Tell me about a time you demonstrated creativity?

Would you say you have an entrepreneurial spirit?

**A = Analytics**

Tell me about a time you used data to drive your decision making?

How would you describe your analytical skills?

Please share how you use data from your favorite work or play app?

How would you validate data to ensure integrity of the results?
**D = Decision Making**

Tell me about a time you had to make a difficult decision at work?

How would you describe your decision-making process?

Tell me about a time you had to make a time-sensitive decision without complete information?

Tell me about a time you made a risky decision at work?

How do you communicate the decisions you make to the people you work with?

**Er = Error**

Tell me about a time you made a mistake at work?

Tell me about a time you made an error that cost time, money or some other valued resource?

Please use an example to share how you have recovered from an error you made in the past?

Tell me about a time you delivered bad news?

**S = Solidarity** (have the right balance of “we” – demonstrate the ability to isolate what you did)

Tell me about a time you worked in a team?

Tell me about a time you worked within a team on a project that yielded a successful outcome?

Tell me about a time you worked within a team that struggled to get along?

Tell me about a time you worked within a team, and the majority of the members were resistant to your efforts?)