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## Sample Questions for Leadership Searches

The questions below have been drawn from searches across the Faculty of Health Sciences at various leadership levels.

Multiple examples are provided below and the Selection Committee can determine which suits the search and can modify the questions as needed.

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### Leadership

1. As the XX, you will be responsible for making difficult decisions and implementing changes that may not have universal support.
  - a. How would you work with faculty and staff to ensure these changes are successful? OR Can you describe how you approach these decisions?
  - b. What did you learn through this process and what would you do differently if you could revisit this decision? OR Can you provide an example of when this was not successful and how you worked to gain the understanding and/or buy-in from those affected?
2. Please provide an example of a difficult decision that you've made in the past and the strategies you used to ensure success.
3. This role is new within the Faculty. The terms of reference are quite broad and outline a number of areas that fall within the scope of this portfolio.
  - a. Realizing that all aspects of the position are important, what do you feel are the most pressing areas that you would deal with within the first 2 years of appointment?
  - b. What do you feel is a reasonable five-year goal?

4. Could you describe your experience and style as an academic leader? In doing so, would you also describe a situation where there were conflicting perspectives and how you assisted in resolving the situation? What aspects would you do differently now?
5. Please describe your leadership style including what you feel are your strengths and weaknesses.
6. How would others describe your style as an academic leader?
7. What strategies will you use to build relationships with your team?
8. Given your current responsibilities, how would you prioritize this role? What, if anything, would you need to give up, to ensure your success in this role?
9. Looking back over your career, what experiences do you feel have best prepared you for this role?
10. Sometimes bringing about change requires having challenging conversations. As the XX, if you feel that a particular change or decision is needed, but you sense your colleagues do not share your perspective, how will you go about trying to bring them on-side with your vision?
  - a. What personal strengths and strategies contributed to this success?
  - b. What are the lessons learned from the past that will strengthen your approach in the future?
11. How do you describe your ability to develop organizational effectiveness, and what strategies will you use?

## Role renewal

12. Succession planning is important for all leadership roles, if you are renewed, what are your plans to ensure a smooth transition of leadership at the end of your term?

13. Looking back over your first term, what are you most proud of and what if anything would you have done differently?

14. How do you think your colleagues would describe your first term?

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