Question bank

**Working together**

* Describe a situation when you were responsible for bringing people together to work on a project or piece of work? **(G2G – Monitoring)**
* Describe a situation where you were successful in getting people to work together effectively. **(G2G – Monitoring)**
* Tell me about a time when you have had to rely on someone else in order to get something done. **(G2G – Monitoring)**
* How would you deal with a senior member of staff who wants a junior colleague to shadow you, when you know that doing so will slow down your work? **(G2G – Monitoring)**
* Working together to improve analysis? **(G2G – Monitoring)**
* When have you worked proactively to build relationships with analytical and policy colleagues? Did you face challenge? **(G2G – Monitoring)**
* Tell me about a time when there was a conflict within the team you were working on, how did you handle the conflict in order to get the job done? **(Ayrton Fund)**
* Describe a situation in which you were a member of a team and a conflict arose within the team. What approach did you take? **(Ayrton Fund)**
* A time where someone has slowed you down? Stopped your work? **(Ayrton Fund)**
* When have you had to increase morale for a team? How did you do this? **(Ayrton Fund)**

Follow ups: did you have to deal with conflict, how did you go about resolving this?

**Seeing big picture**

* Bring people together to achieve a common goal? **(NZIP – Hydrogen)**
* Tell me how you have brought your vision to life in your work area? **(NZIP – Hydrogen)**
* Describe a situation where you worked outside of the scope of your role**. (NZIP – Hydrogen)**
* Give an example of an achievement which directly contributed to your department goals **(NZIP – Hydrogen)**
* Tell us about a time where you’ve had to join up across teams to ensure analysis/evidence are consistent? **(NZIP – Hydrogen)**
* Please can you tell us about a time when you have developed and implemented a new process as a result of a business change? **(NZIP – Hydrogen)**
* Tell me about a time when you have collaborated with another department in order to deliver a positive outcome. **(Ayrton Fund)**
* You’ve had an idea and had to influence a senior stakeholder to ensure strategies reflect wider priorities? **(Ayrton Fund)**
* Tell me about a time when you responded to a challenge to the business direction/ strategy, in a way that made you feel really on top of things? **(Ayrton Fund)**

**Making effective decisions**

* Tell us about a time where you made a decision based on wide range of complex and sometimes incomplete evidence? **(NZIP – Green Finance)**
* Tell me about a time when you have used analysis or research to influence a decision **(NZIP – Green Finance)**
* Tell us about a time you made a decision even when unpopular and influenced senior stakeholders? **(NZIP – Green Finance)**
* Tell us about a time when you’ve brought people together to make an important decision? **(G2G – Monitoring)**
* What makes a good decision good? **(G2G – Monitoring)**
* Tell me about a time when you used analysis to inform decision making? **(NZIP – Green Finance)**
* Tell me about a recent decision you made where you acted outside of standard procedure. What were the circumstances and what was the result? **(G2G – Monitoring)**
* Talk me through a mistake or something you did wrong in your previous job. **(NZIP – Green Finance)**
* Describe a time when you had to choose between a number of different options in order to achieve a particular result. **(G2G – Monitoring)**
* Tell us about a decision you made too quickly and got wrong. What made you take that decision? **(NZIP – Green Finance)**
* What big decision did you make recently. How did you go about it? **(G2G – Monitoring)**

Follow ups will be about pros / cons / risks of the decision and various options. How did you get people on board with the decision or how did you influence them to make a decision? Did you receive pushback?

Technical - Analysis

* When have you taken policy question and designed analysis to meet it?
* Tell us about an influential piece of analysis
* Tell us about a piece of analysis you're proud of
* When have you strategically change direction of analysis
* Introduced new analysis and how ensure fit for purpose
* Explain uncertainty to a non tech audience?

General follow ups across all behaviours:

* What were the risks of this approach?
* How did you get X to agree with you?
* What would you do differently? What have you learnt from this?
* How did you influence others to make decision?
* Did you receive pushback? How did you deal with this?
* Why did you choose to prioritise X over X? How did you make this decision?
* How did you get the team / multiple teams with different interests on board with your idea?

**Any questions before we get started?**

**Warm-up questions (2 mins each) (Simon)**

* Tell us about something you’re passionate about outside of work?

**Behaviour 1 – Seeing the Bigger Picture (Rida)**

* Tell us about a time where you ensured alignment between a piece of your work and the wider organisational objectives?

**Behaviour 2 – Working Together (IPM – Kathleen / Rianna) ()**

* Can you tell us about a time you worked in a successful team environment? How did you make sure all team mhvyembers felt included?

**Behaviour 3 – Communicating and Influencing (Simon)**

* Can you tell us about a time you’ve had to communicate a complex message to an important stakeholder or group? What did you do to ensure you communicated effectively?

*Useful probing questions*

* *Could you tell me more about X?*
* *What exactly did you mean by 'X'?*
* *What, specifically, did you do?*
* *What was the outcome?*
* *How did you achieve this?*
* *Did you experience any challenges?*
* *What did you learn from this?*

G2G SEO Role

Making Effective Decisions

* Tell us about a time when you’ve brought people together to make an important decision?

Seeing the Bigger Picture

* Tell us about a time where you ensured alignment between a piece of your work and the wider organisational objectives?

Changing and Improving

* Can you give us an example when you changed your course of action in response to changes in circumstances?