Value Assessed:	**ADAPT** 1. Adapt to the changing customer 2. Think for today and tomorrow 3. Accept change positively 4. Keep it simple to stay agile 5. Try new things

Q. Please share an example wherein you went out of your way to understand what the customer wanted and then you and your team delivered the right product or service to the customer that delighted the customer.

Detailed Response by the candidate:

Evaluation:

☐ Strongly Meets Expectations ☐ Meets Expectations ☐ Partially Meets Expectations ☐ Does Not Meet Expectations

Answer Assessment:

Q. Please share an example wherein you set up a long-term vision / plan for your area of work and then worked yourself/ with your team to achieve the vision / plan.

Evaluation:

☐ Strongly Meets Expectations ☐ Meets Expectations ☐ Partially Meets Expectations ☐ Does Not Meet Expectations

Answer Assessment:

Q. Please share an example wherein you followed a structured approach to analyze the current costs, set a bold / difficult target and then focused on achieving the goal.

Detailed Response by the candidate:

Evaluation:

☐ Strongly Meets Expectations ☐ Meets Expectations ☐ Partially Meets Expectations ☐ Does Not Meet Expectations

Answer Assessment:

Q. Please share an example wherein there was a significant change that was imposed on you. How did you react to the change.

Detailed Response by the candidate:

Q. Please share an example wherein you had to lead a big change across your team and the team was not happy about the change. How did you manage the change?

Detailed Response by the candidate:

Q. Please share an example wherein you solved a complex problem with a simple solution

Detailed Response by the candidate:

Q. Please share an example of an innovation / new process / new approach that you implemented which made a significant improvement.

Detailed Response by the candidate:

Q. Please share an example wherein you set a process/approach which ensured that your team is continuously changing and improving their ways of working?

Detailed Response by the candidate:

Evaluation:

☐ **Strongly Meets Expectations** ☐ **Meets Expectations** ☐ **Partially Meets Expectations** ☐ **Does Not Meet Expectations**

Answer Assessment: