

<b>Value Assessed:</b>	<b>EMPOWER</b> <ol style="list-style-type: none"> <li>1. Act like an owner</li> <li>2. Enable your team to act</li> <li>3. Coach and support for success</li> <li>4. Play to your strengths</li> <li>5. Challenge the norm</li> </ol>
<b>Q. Please share an example where you focused on long-term success and did not take any short cuts. Or an example wherein you sacrificed short term gain for a long-term success.</b>	
Detailed Response by the candidate:	
<b>Evaluation:</b> <input type="checkbox"/> Strongly Meets Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Partially Meets Expectations <input type="checkbox"/> Does Not Meet Expectations	
<b>Answer Assessment:</b>	
<b>Q. Please share an example wherein you contributed to something that was outside your area of work / area of responsibility.</b>	
Detailed Response by the candidate:	
<b>Evaluation:</b> <input type="checkbox"/> Strongly Meets Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Partially Meets Expectations <input type="checkbox"/> Does Not Meet Expectations	
<b>Answer Assessment:</b>	
<b>Q. Please share an example of how you coached and mentored a team member and helped them to deliver exceedingly well in their role</b>	
Detailed Response by the candidate:	
<b>Evaluation:</b> <input type="checkbox"/> Strongly Meets Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Partially Meets Expectations <input type="checkbox"/> Does Not Meet Expectations	
<b>Answer Assessment:</b>	
<b>Q. Please share an example wherein your team was not happy, and team motivation was low. What did you do and what was the result?</b>	
Detailed Response by the candidate:	
<b>Evaluation:</b>	

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

Answer Assessment:

**Q. Please share an example wherein your team was not happy, and team motivation was low. What did you do and what was the result?**

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/your team had a big failure. What did you do to overcome the failure?**

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 had to work with your own hands on the shop floor/ field operations. What did you learn by working with your own hands.**

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 where you voluntarily raised the bar and set up a difficult target even when it was not asked for by your customer/your leadership? What happened due to this approach?**

Detailed Response by the candidate:

**Evaluation:**

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

**Answer Assessment:**