

**Sample Interview Questions for MPP Searches****Evaluating Performance**

- What do you do to ensure objectivity when you evaluate the work of your direct reports/others?
- How often do you evaluate your employees?
- How do you get your employees involved in their own evaluation?
- How do you evaluate your department's overall performance?
- How do you measure performance in your area?
- When you evaluate an employee's performance verbally, what approach do you take?
- How do you plan for performance improvements?
- What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action against an employee who did not meet satisfactory work performance standards.

**Employee Relations**

- How do you go about developing the people you manage?
- How do you help your employees become committed to a job or to the organization?
- How do you deal with challenging behavior from an employee? Explain your strategy.
- How do you deal with insubordination from an employee? Explain your strategy.
- How often do you think it is necessary to meet with your employees?
- How have you handled trivial disagreements between your direct reports?
- What sort of employee training do you think is necessary to offer?
- How do you handle a personnel situation, which might have a potential legal impact?
- How do you develop trust and loyalty in your employees?

**Diversity Related Questions**

- Could you please describe any ways in which you have demonstrated a commitment and/or experience of promoting and fostering a working (or learning) environment that is supportive of individuals from diverse backgrounds?



## Employee/Labor Relations & Compliance-EEO

- How have you handled a situation when a colleague was not accepting of others' identity?
- How did you make an impact on the value of diversity, equity, and inclusion at your previous or current employer?
- How have you professionally furthered your knowledge about diversity, equity, and inclusion?
- What steps have you taken at your last employer to create an inclusive environment for staff?
- What diversity, equity and inclusion challenges did you face at your last employer? How did you address these challenges and describe the challenges you faced?
- Describe your understanding of diversity, equity inclusion and why are they important to this position.
- What is your definition of diversity, equity and inclusion and how or why do you think they are important?
- How are diversity, equity and inclusion issues and leadership related?
- How would you describe your current thinking about diversity, and how has your thinking changed over time?
- What does it mean for you to have a commitment to diversity and equity? How have you demonstrated that commitment, and how would you see yourself demonstrating it here?
- How would you advocate for diversity, equity and inclusion initiatives with individuals who don't see their value?
- How would you describe the relationship between diversity and excellence? What kinds of leadership efforts would you undertake to encourage a commitment to excellence through diversity?
- How has your background and experience prepared you to be effective in an environment that values diversity and is committed to inclusion?
- Please tell us about an instance when you have demonstrated leadership or commitment to equity in your work.