



6-2-1  
Annex C.1

**SAMPLE OF BEHAVIORAL EVENTS INTERVIEW QUESTIONS FOR DIVISION HEAD/CHIEF**

**LEADERSHIP COMPETENCIES**

<b>Key Competency: Building Collaborative and Inclusive Working Relationships</b>	
<b>Competency Based question: Tell me when you had to manage or resolve a conflict between two or more co-workers.</b>	
<b>Probing questions:</b>	<b>Evidence:</b>
• What was the conflict regarding?	
• How serious was the conflict?	
• What were the likely repercussions of the conflict escalating?	
• What interventions did you make?	
• How were these interventions received by the other parties?	
• Did the parties involved perceive you as neutral?	
• What was the result of your interventions?	
• Did this conflict arise again after your intervention?	
<b>Competency Based question: Describe a situation which required you to be sensitive to the needs of fellow co-workers?</b>	
<b>Probing questions:</b>	<b>Evidence:</b>
• Why were you required to show sensitivity?	
• In what way were you sensitive to the needs of the co-worker?	
• How was your sensitivity received by the coworker involved?	
• Did your sensitivity encourage other coworkers to follow suit?	
• Was sensitivity reciprocated by the coworker? (if appropriate)	
• Looking back, how would you act now in that given situation?	