

## CHECKLIST

# Interview questions to assess for innovation



### QUESTION 1

Tell me about a time when you thought of a better way to do something at work. What did you do?

#### What to listen for

- ✓ Clear, benefits-focused examples of how they identified an area of improvement and helped to optimize it
- ✓ Strategic communication to key stakeholders of the rationale for the change, and the winning of buy-in

#### What this question assesses

- ✓ A mindset of constant evaluation and iteration in order to avoid complacency
- ✓ Tenacity to build a case for their idea and to ensure it's implemented successfully

### QUESTION 2

What external factors do you think will shake up our industry within the next five years?

#### What to listen for

- ✓ Keen understanding of current and emerging challenges facing your industry
- ✓ Inspiration, ideas, and a positive outlook about potential challenges, rather than apprehension

#### What this question assesses

- ✓ Forward-thinking growth mindset, which allows them to be prepared for the next big thing
- ✓ Adaptability in taking on challenges and ideating solutions

### QUESTION 3

What's your process for coming up with solutions and ideas?

#### What to listen for

- ✓ Thoughtful explanation of strategic steps, rather than passive aspiration, to reach a desired result
- ✓ Identifying resources or teammates that can be used to evaluate, prove, and disprove various options for solutions

#### What this question assesses

- ✓ Independent process for generating ideas, balanced with ability to lean on others as needed
- ✓ Ingenuity in finding new areas for ideas, workarounds to challenges, and fresh angles on convention