

Lesson #10

“Leadership & Problem Solving”

Leadership and problem-solving are two essential competencies often sought after in job candidates. Here's how you can discuss your abilities in these areas during an interview:

Leadership:

1. **Provide Concrete Examples:** When discussing your leadership abilities, provide specific instances where you've taken on leadership roles. Talk about projects you've led, teams you've managed, or initiatives you've spearheaded.
2. **Use the STAR Method:** Structure your responses using the STAR method to explain the situation, the task, the actions you took, and the results. This helps interviewers understand your leadership experience better.
3. **Highlight Achievements:** Emphasize the outcomes of your leadership efforts. Describe how your leadership led to successful project completion, team cohesion, increased productivity, or other positive results.
4. **Discuss Your Leadership Style:** Explain your leadership style and how it has been effective in different situations. Mention if you're more collaborative, transformational, or authoritative, and provide examples of when this style worked to your advantage.
5. **Demonstrate Effective Communication:** Effective communication is crucial for leadership. Describe how you've communicated your vision, goals, and expectations to your team, and how you've ensured everyone is on the same page.

Problem Solving:

1. **Highlight Problem-Solving Skills:** Discuss situations where you've encountered challenges or obstacles and how you approached them. Mention your problem-solving skills, such as critical thinking, analytical reasoning, and creativity.
2. **Discuss Decision-Making:** Explain how you've made tough decisions by weighing pros and cons, gathering relevant information, and considering long-term consequences. Show that you can make informed and effective decisions.
3. **Describe Your Problem-Solving Process:** Walk the interviewer through your process for tackling problems. This could include identifying the issue, analyzing data, brainstorming solutions, and implementing the best course of action.
4. **Use Data and Results:** Whenever possible, use data and results to support your problem-solving abilities. Describe how your solutions have improved efficiency, saved money, resolved conflicts, or achieved other positive outcomes.

5. **Talk About Handling Challenges:** Mention a particularly challenging problem you've encountered and how you persevered. Discuss what you learned from the experience and how you've applied those lessons to future challenges.
6. **Adaptability:** Show that you're adaptable and open to new solutions and strategies. Mention situations where you've had to change course due to unforeseen circumstances and still achieved successful outcomes.

Remember to customize your responses to the specific job and company you're interviewing for. By providing concrete examples and discussing your leadership and problem-solving skills, you can effectively demonstrate your ability to handle complex situations and lead teams to success.