

- 1.) Tell the board about a situation in your past experience in which you had to influence a group of people to follow a specific course of action, and what means you utilized to convince these people that they should adopt your recommendations or course of action.
- 2.) Provide the board with an example in which you had to take action that was unpopular either to the client group or a group of members. What was this action? Why did you have to take action that was so unpopular?
- 3.) Provide the board with an example of a unique client problem that you assisted in solving. What was the problem and how did you effectively solve it?
- 4.) Tell the board about a stressful situation that you encountered and what steps you took to deal with it.
- 5.) Tell the board about a time in your career where you had a supervisor or unit commander that you had the most difficulty working for. What was the situation and how did you work through it?
- 6.) Tell the board about a time in your career where you had to deal with a member that you personally did not get along with. What did you do to address this situation?
- 7.) Describe a major project that you coordinated. What leadership skills were you required to display?
- 8.) Tell the board about how you developed plans for a complex plan or operation. How did you go about it?
- 9.) Have you ever personally disagreed with a policy or procedure? What did you do about it and how did you handle it?
- 10.) Have you ever had an employee whose performance was not up to par? What action did you take to improve the performance?
- 11.) Tell the board about a new idea or policy that you implemented. What approach did you take to sell your co-workers on this idea?
- 12.) What was the most difficult operational or administrative decision that you had to make? How did you go about it?
- 13.) Provide an example of a partnership that you have established.
- 14.) Tell the board about a time where you analyzed, planned, implemented, evaluated and adjusted goals and objectives and/or courses of action to meet needs in a changing environment.

15.) Tell the board about a time where you evaluated processes and outcomes to ensure continuous improvement in service delivery.

16.) Tell the board about a time where you effectively adapted your behavior in reaction to changing circumstances in order to reach a goal or to address diverse and changing client/community needs.

17.) Tell the board about a time where you demonstrated perseverance and a willingness to perform beyond the normal range of expectations and requirements.

18.) Tell the board about a time in which you identified areas that need improvement in terms of self and organizational development in order to enhance service delivery and accomplish personal and organizational goals.

19.) Tell the board about a time where you interacted sensitively and respectfully with an individual or group to develop mutual understanding and productive relationships to enhance quality service delivery.

20.) Tell the board about a time in which you brought together large amounts of information and created a coherent picture to integrate new information and identify implications for policy.

21.) Tell the board about a time in which you ensured client feedback was incorporated in order to continuously improve service delivery.

22.) Provide an example of an important or difficult decision you made and how you arrived at your decision. In hindsight would you have done anything differently?

23.) Describe how you implemented a decision that you did not agree with but were required to implement anyway.

24.) Tell the board about a project you were responsible for where things did not go well. How did you react to this? How did you get things back on track?

25.) Tell the board about a major project you were responsible for or a change that you brought about that went well.

26.) Tell the board about a time when you anticipated a problem and took actions before it became a problem.

27.) Tell the board about a time where you had to correct a problem.

28.) Tell the board about a time in which you determined that the services provided to clients were not what they wanted.

29.) On occasion we are called upon to develop strategic or operational plans. Tell the board about one of the most challenging plans that you developed. How did you approach it? Were modifications required?

30.) In today's environment we seem to be faced with constant challenges. Tell the board about a time when you provided direction to others in handling a difficult or complex task.

31.) Describe to the board a time when there many demands placed on you and some unexpected tasks came up. You were required to do this task but not to let your own workload suffer. What did you do? What was the result? Would you have done anything differently?

32.) Employees of the RCMP are being called upon to make presentations. Tell the board about a time when you were required to make a presentation on a difficult or complex problem/issue. What was the problem/issue? To whom was the presentation made? What feedback did you receive?

33.) Client input is important in assisting to set the direction of the RCMP. What have you done in your area to ensure that client input forms a part of your decision-making process and unit direction.

34.) We are encouraged to establish and maintain partnerships. Tell us about how you evaluate partnerships to ensure the partners you choose to work with have objectives in common with those of the RCMP.

35.) Describe for the board a time when you had to solve a problem between two or more people. How did you handle the problem? What was the result?

36.) Describe for the board a time when you had to solve a conflict between individuals from separate agencies/units.

37.) Tell the board about a time in which you empowered employees. What was the outcome?

38.) The Commissioner's directional statement indicates two goals for the organization; to be strategically focused and to be intelligence led, what have you done in your area to support these two goals?

39.) In today's environment we seem to be overburdened with information. What have you done to control this information flow? What systems have you put in place to handle this flow of information within your unit?

39.) Tell the board about how you have incorporated the concepts of community policing in your unit.

40.) The Force has been identified as being identified as a learning organization. Tell the board about what you have done to facilitate the continuous learning of individuals and teams within your unit.

41.) What do you do to recognize and prevent burn-out in yourself and others?

42.) What do you think is the most significant problem facing the RCMP today? How do you think it can be solved? What have you done to assist the RCMP in addressing it?

43.) The Force is moving from a command and control organization to a learning organization. Some of the keys to a successful learning organization are empowerment, risk management and accountability. Can you give us an example of how you are developing and empowering your clients and co-workers, assessing risks and ensuring accountability?

44.) The RCMP is currently embarked on a course of major change. Give us an example of how you have personally promoted the corporate message and image of the RCMP.

45.) What have you done in your current role to promote the concept of Community Based Policing?

46.) Tell us about a time when you modified some aspect of your service delivery due to client needs.

47.) What have you done that is innovative or different from your working group to enhance the RCMP's response to our client needs?

48.) Tell about a situation where you were required to obtain information from diverse sources in order to solve an issue or problem. What was the problem? What type of information did you obtain and how did you acquire it?

49.) Select one of the recent changes experienced by the RCMP. Tell us how it has affected your working environment. Tell us how you have adapted to that situation.

50.) Why is it important for members to adopt a continuous learning approach? What are you personally doing to adopt this approach?

51.) Inspectors have to spend a good part of their time planning and organizing their own work and that of others. Describe a situation that best reflects how you plan your own work. Tell us about a situation that best reflects how you have planned the work of others?

52.) Tell us about when you were required to represent the interests of the Force in a difficult situation with other agencies, clients, ethnic and/or cultural groups where competing interests existed.

53.) In the current working environment, problems and tasks are often solved or accomplished through cooperation and consensus. Tell us about a time when you used this approach to solve a problem or a situation.

54.) Tell us about a time when you had to convince people to change their opinion or view on a work-related matter. What was the situation? What did you do? How did it turn out?

55.) Tell us about methods that you use to communicate and how it enhances your effectiveness. Give one example.

56.) Tell the board about a time when you encouraged your co-workers to actively contribute to the achievement of Force goals.

57.) Tell us about a time in which you participated in a process to support the Force's development and goals.

58.) Sometimes we have to work with members who are not as motivated as we would like them to be. Tell the board about a time when you tried to motivate someone (i.e team member, subordinate, supervisor). What did you do? How did it turn out? Tell us other ways that you have tried to motivate other persons at work.

59.) How have you adapted to change and supported others in adapting to change?