# Credo

## Demonstrate and inspire the behaviors that reinforce Our Credo.

1. **Give an example of a time when you participated in an initiative that supported the community or environment?**

Your Notes:

1. **How do you determine when a rule, policy, or guideline is critical and when you have room to be more flexible? Can you provide an example?**

Your Notes:

1. **What have you done to ensure that stakeholder needs are considered and prioritized when making decisions?**

Your Notes:

1. **Describe a time you had to make an unpopular decision. How did you handle it?**

Your Notes:

1. **Describe a time when a superior asked you to do something you considered to be an ethical gray area. How did you handle that situation?**

Your Notes:

# Leadership Imperatives: CONNECT

## Connect inclusively to address health needs.

1. **Give me an example of a situation that required you to build a working relationship with an internal or external partner to be successful. What steps did you take to understand and include their perspective or area expertise?**

Your Notes:

1. **Give me an example of how you have incorporated diverse opinions into your process for making important decisions and how it influenced your final decision.**

Your Notes:

1. **Tell me about a time when someone challenged you to think differently about a problem or project. How did you respond? What was the outcome?**

Your Notes:

1. **Sometimes it can be difficult to work across internal boundaries. Tell me about a situation in which you had challenges working with an internal partner. What did you do to overcome these challenges?**

Your Notes:

1. **Give me an example of a time when you had to suspend your personal judgement and place your trust in the hands of an internal partner??**

Your Notes:

# Leadership Imperatives: SHAPE

## Shape the future of health through innovation.

1. **What have you done to contribute to a work environment that supports creativity and idea sharing? How have you encouraged the creativity and ideas of others? Please provide an example.**

Your Notes:

1. **Give an example of when your ability to adapt to change produced improved results over sticking with the status quo or resisting change.**

Your Notes:

1. **Tell me about a time when you used a mistake or failure as an opportunity to learn and adapt. How did you share your learnings with others? Or Can you detail a mistake and how reacted to it, learned from it, and helped others learn from your mistake.**

Your Notes:

1. **Give me an example of a time when you took a risk by trying an innovative idea or approach. How have you encouraged others to do the same?**

Your Notes:

# Leadership Imperatives: GROW

## Grow self and others to become their best.

1. **What actions have you taken to support the professional development of others? Give an example.**

Your Notes:

1. **What steps have you taken to contribute to a work environment of trust and transparency in which people feel comfortable discussing issues openly? Please provide a specific example.**

Your Notes:

1. **Describe a stretch goal you have set for yourself to enhance your skills and further your professional development.**

Your Notes:

1. **Describe a time when you had to go out of your way to ensure a partner received the necessary level of recognition or credit on a project.**

Your Notes: