

Intermountain Leadership Behaviors

Professional Interview Questions

Our leadership behaviors are aligned with our mission, vision, and values. They drive our strategies. They apply to every caregiver and leader whether you're leading yourself, a project, a team, or the organization.

Mission Obsessed

Inspire through vision and purpose
Promote inclusion, health, and equity
Focus relentlessly on consumers



Empower Each Other

Connect with empathy
Build trust
Coach and develop others

Drive Results

Prioritize strategic impact
Work together as one system
Improve and adapt

Act With Courage

Shape the future
Build the message
Coach with a growth mindset

Mission Obsessed

- Tell me about a time when you showed initiative to work on a challenging project?
- What qualities do you look for in potential candidates when making hiring decisions?
- Tell me about a time when your vision led to a great impact.
- Describe a time when you had to rely on yourself to complete a project or task.
- Tell me about a time when you had to be frugal/cost effective with your department and make a difficult financial decision.
- Tell me about the most complicated problem you've had to deal with.
- Tell me about something that you have learned in your role and how you have grown from that experience.
- Give me an example of something you believe in that nobody else does. How has this helped you grow and be successful in your role?
- Give an example of a time when you had to handle a variety of assignments. What was the outcome?
- What is the most complex and difficult goal you've needed to set for you and your team, and how did you pursue this goal?

- Give an example of a time when you have achieved a goal that seemed too big to achieve. What did you do to get there?
- Describe a time when you've gone above and beyond the minimum requirements of your goal. What were the results?
- Discuss a time you failed to meet your goals. Why did this happen? What would you do differently?
- Can you give an example of how you make your direct reports feel a sense of inclusion, belonging, and equity daily?
- Tell me about a time when you advocated for diversity and inclusion in the workplace.
- What is your approach to understanding the perspectives of colleagues from different backgrounds?
- How would you advocate for diversity, equity, and inclusion with colleagues who don't understand its importance?
- What steps will you take to eliminate bias from your hiring process?
- How have you embraced the values and the mission statement of your previous organization? What application have you used to reinforce mission, vision, and values?

Empower Each Other

- Tell me about a time when you mentored someone.
- Tell me about a time when you motivated others to go above and beyond.
- Tell me about a time when you required some information from somebody else, but they weren't responsive. What did you do?
- What would you do to gain the trust of your team?
- Tell me about a time when you had to tell a harsh truth to someone.
- Give me an example of something you believe in that nobody else does. How has this helped you grow and be successful in your role?
- Describe a situation that demonstrates your reputation for success from the perspective of your colleagues and managers.
- Please share with us what diversity, equity, and inclusion mean to you and why they're important.
- What is your approach to understanding the perspectives of colleagues from different backgrounds?
- How would you advocate for diversity, equity, and inclusion with colleagues who don't understand its importance?
- What steps will you take to eliminate bias from your hiring process?
- Tell me about a time in your career when you did not have the trust of your work team. How did you gain the trust from your team?
- Define what it means to you to empower others. How have you empowered others in your previous employment?

Act with Courage

- Tell me about a time when you tried to simplify a process but failed. What would you have done differently?
- Tell me about a time when you were wrong.
- Tell me about an important lesson you learned over the past year in your career?
- Tell me about a situation or experience you went through that changed your way of thinking.
- Describe a situation when you took the initiative to correct a problem or a mistake rather than waiting for someone else to do it.
- Tell me about a time when you made a smarter decision with the help of your curiosity.
- Tell me about a time when you made a bad hire. When did you figure it out, and what did you do?
- Tell me about a time when you were dissatisfied with the quality of a project at work. What did you do to improve it?
- Describe a situation when you couldn't meet your standards and expectations on a task or project.
- Tell me about your most significant professional achievement.
- Tell me about a time when you had to make a bold and challenging decision.
- Provide an example of when you took a calculated risk.
- Describe a time when you had to speak up in a difficult or uncomfortable environment.
- Tell me about a time when you had to tell a harsh truth to someone.
- Tell me about something that you have learned in your role and how you have grown from that experience.
- Describe a time when you disagreed with the approach of a team member. What did you do?
- Tell me about an unpopular decision of yours.
- Describe the most challenging situation or decision you have made in your career or professional life and how you handled it.
- Tell me of a time you felt most proud of yourself.
- Discuss a time you failed to meet your goals. Why did this happen? What would you do differently?
- Tell me about a time when you advocated for diversity and inclusion in the workplace.
- In your opinion, what is the most challenging aspect of working in a diverse environment?
- What is a mistake you have made in your career and what did you learn from it?
- Tell me about a time you had to deliver a message of change from the organization and your team was not on board with the message. What did you do?
- What steps will you take to eliminate bias from your hiring process?

Drive Results

- Tell me about a time when you took on a task that was beyond your job responsibilities.
- Tell me about a time when you had to work on a task with unclear responsibilities.
- Describe a time when you found a simple solution to a complex problem.
- Tell me about a time when you effectively used your judgment to solve a problem.
- Tell me about a time when you had to work with insufficient information or incomplete data.
- Tell me about a time when you were dissatisfied with the quality of a project at work. What did you do to improve it?
- Tell me about your most significant professional achievement.
- Tell me about a time when you required some information from somebody else, but they weren't responsive. What did you do?
- Tell me about the most complicated problem you've had to deal with.
- Give me an example of when you utilized in-depth data to develop a solution.
- Describe a time when you disagreed with the approach of a team member. What did you do?
- Tell me about an unpopular decision of yours.
- Give an example of a time when you had to handle a variety of assignments. What was the outcome?
- Tell me about a time when your team gave up on something, but you pushed them to deliver results.
- Tell me about a time when you have "made things happen" for yourself or your team?
- What is the most complex and difficult goal you've needed to set for you and your team, and how did you pursue this goal?
- Give an example of a time when you have achieved a goal that seemed too big to achieve. What did you do to get there?
- What is your best moment where you've driven for results and achieved concrete, stellar results?
- Describe a time when you've gone above and beyond the minimum requirements of your goal. What were the results?
- What's your process of putting a plan into action?
- Tell me about a time when you had numerous very important projects due all at the same time. How did you prioritize the work you had to complete?
- What steps will you take to eliminate bias from your hiring process?
- What is your "secret sauce" in executing/driving results? How do you make things happen?