

**Board Recruitment
Example Interview Questions**

Attributes / skills / knowledge	Questions	Held by
Behavioural attributes		
Ethics	As a Director, describe how you would maintain the highest ethical standards in representing the Board. What ethical principles must all Board Directors adhere to?	Individual
Communication style	Describe your communication style and how this could add strength to the work of the Board. What are key features of effective communication?	Individual
Commitment to outcomes	Describe a successful professional experience. What made this experience a success? What was your role?	Individual
Influence	Describe a situation where you held a strong view on an issue that may not have been fully supported, but where you were able to bring people around to your point of view. What strategies did you use to influence others? What worked? What didn't work?	Individual
Creative and critical thinking	Describe a problem you have been confronted with (if possible, a governance related matter as a board member) and the steps and methods you used to solve this problem.	Collective
Collegiate	What attributes will make you a valued Director of this Board?	Individual
Generous, humble and resilient	What attracted you to this position? What do you bring to the position that will contribute to the work of the organisation? Describe your strengths and weaknesses.	Individual
Community and stakeholder engagement	As a Board Director, how will you engage members and stakeholders? What should all Directors be guided by in this process (i.e. confidentiality)? (Include prompts around diversity).	Majority
Technical Skills		
<ul style="list-style-type: none"> • Policy development • Information technology • Risk and compliance • Legal 	Describe your skills and experience in one or more of these areas (areas should have already been indicated in their application form).	Collective

Attributes / skills / knowledge	Questions	Held by
<ul style="list-style-type: none"> • Public relations / Marketing • Fundraising • Business and commercial skills • Finance 		
Leadership	What are key features of effective leadership? How would you describe your leadership style?	Collective
Governance Knowledge		
Corporate governance	<p>Describe your experience and/or knowledge of corporate governance. What do you understand as key to good governance?</p> <p>Describe the relationship of the Board to the CEO. What is your experience of performance management? What is important about managing the performance of the CEO? What kind of measures should be used?</p> <p>What is a conflict of interest? What is the responsibility of a Director if they perceive a conflict of interest (either you or another Director)?</p>	Collective
Financial performance	As a Director, what is your responsibility regarding the financial performance of the organisation?	Individual/ Collective
Diversity	Question	
	Question could be in <i>Community and stakeholder engagement</i> (as noted above)	