

Nine Interview Questions to Help You Find Your Next Sustainable Leader



Sustainable leaders are marked by a strong belief in sustainability – and a commitment to driving sustainable outcomes for their organization. But how do you identify these leaders? Ultimately, the right interview process will help. The goal is to uncover the candidate’s values, motivations and broader beliefs about the purpose of business and how leaders should behave. These nine questions act as a good starting point.

THESE NINE QUESTIONS CAN ACT AS A GOOD STARTING POINT:

1

What is your vision for your current business and industry?

2

How should businesses define and measure their success?

3

Who do you view as your major stakeholders in your current position and what is your responsibility to them?

4

What do you see as the role of business in addressing societal problems?

5

What is your leadership style and how is it informed by your values?

6

What values or motivations have led you to make the career choices you have made?

7

What do you want others to say is your legacy as a leader?

8

Is spending time thinking about the unintended consequences of strategies overrated or underrated? Please explain.

9

How should a CEO approach an employee who raises concerns about the safety, ethics or environmental footprint of the organization’s operations?