

## Internal Interviews - Sample Interview Questions

When interviewing internal candidates, assess not only their current competence but also their readiness to grow, adapt to a new role, and apply strategic insight. Ask questions that leverage their organizational knowledge while encouraging reflection on future growth.

### Use Situational Or Behavioural Questions

- What strategies would you use to handle (insert specific responsibility of the new role)?
- Tell me about a time you took initiative outside your current role. What was the result?
- How have you contributed to improving workflows, collaborations, or morale in your current team?
- How would you approach leading a team that includes former peers or colleagues?
- How would you use your understanding of our culture and work environment to be effective in your new role?
- How do you see this role contributing to your longer-term career within the organization?
- What challenges do you foresee in shifting from peer to leader, and how have you begun to prepare for that?
- How have you helped others on your team grow?

### Motivational Reflective Questions

- This role is a departure from your current position. Please explain how you perceive those differences and why you are interested in that change.
- What motivates you to pursue this opportunity within the organization?
- How do you see this role aligning with your long-term goals at [Organization Name]?
- What excites you about contributing to the organization in this new role?

### Explore Growth And Future Ambitions

- What strengths from your current or past roles would you bring forward, and what new competencies would you need to build to succeed in this position?

### Dive Into Cross-Functional And Cross-Departmental Skills

- What cross-departmental relationships have you already built, and how have they supported your work?
- Where do you see opportunities to collaborate more effectively across departments in this new role?
- Can you describe a time you worked outside your immediate team to solve a problem or achieve a shared goal?
- What strategies have you used to build productive relationships beyond your team?

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