## Indicator 2-8: Acceptance of Change, Role Identity

- Can you give an example of a time when your work environment changed rapidly? How did you adjust to the change and help others adapt?
- Describe a significant organizational change at your previous job. How did you assess the change, and what steps did you take to implement or support it?
- In situations requiring a major change, like adopting a new process or system, how did you prepare yourself and your team to ensure smooth implementation?
- How do you see your role evolving with industry changes or technological advancements?
- When working on long-term projects, how do you stay open to adapting new strategies or improvements as circumstances change?
- Can you give an example of how you have handled sudden changes in project priorities or goals?
- How do you prioritize your tasks when company goals shift unexpectedly? Can you share an example of a time when this occurred and how you managed your workload?
- What changes have been challenging for you, and how have you overcome those challenges to continue being effective in your role?
- What organizational changes or process improvements have you found most beneficial to your work? To your team's work?
- How do you see your role changing or adapting when your organization undergoes a major shift in priorities or structure?
- How do you maintain performance and motivation during times of uncertainty or when things are in flux at work?
- When faced with a major change in company direction or work processes, how do you evaluate the impact and adjust your approach accordingly?
- When faced with change, how do you balance being open to new ideas while also critically assessing what will work best for the organization?
- Can you share an example of when you actively advocated for or implemented a change in your previous role? What strategies did you use to ensure buy-in from your colleagues?
- How do you balance the need for consistency with the ability to adapt quickly when job roles or expectations change?
- If a key aspect of your job role changed or became obsolete, how would you approach learning new skills and adjusting to the new expectations?
- Tell me about a time when you initially disagreed with a proposed change at work. How did you assess the situation, and what was the eventual outcome?
- What is your approach when a change you implement does not go as planned? How do you handle setbacks and adjust your strategy?
- What role do you think communication plays during periods of change, and how do you ensure that information is shared effectively with those impacted by the change?
- How do you stay current with industry trends and changes? Can you share an example of how you've applied something new you've learned to your role?


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