PART 3 INDICATORS: BALANCE

Indicator 3-1: People / Relationships Balance

- Can you give an example of when you had to make a difficult decision about an employee's performance or fit within a team? How did you approach the situation, and what factors did you consider?
- Describe a situation where you had to address an employee's performance or behavior issue. How did you handle it, and what was the outcome?
- In your experience, what are common challenges related to team dynamics or employee relations, and how have you addressed them?
- How do you ensure that all team members feel valued and respected while maintaining high standards for performance and productivity?
- Describe a time when you had to manage competing interests between company goals and employee needs. How did you find a resolution?
- What strategies do you use to build and maintain positive relationships with your colleagues and team members?
- Can you provide an example of how you addressed a situation where there was a perceived imbalance in how employees were treated?
- How do you approach giving feedback to employees in a way that is both constructive and encouraging?

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