



OCL INTERVIEWING QUESTIONS

General Questions

- Tell me about yourself.
- Where do you see yourself in 5 years?
- What is your leadership style?
- Tell me about one great accomplishment from a previous position you held and how you were able to achieve it.
- Tell me about a hardship at a previous workplace and how did you navigate it?
- Tell me about a time you persuaded someone at work to change their opinion
- Describe a time when you disagreed with your supervisor and how did you navigate it?
- What is the biggest lesson you learned from a previous position?
- What differentiates you from other candidates?
- Tell me about a time you had to work under pressure



OCL Specific

- What is your approach to understanding the perspectives of colleagues from different backgrounds?
- Please share with us what diversity, equity, and inclusion mean to you and why they're important.
- What were some struggles you experienced when you were working with a community partner with a different cultural background as yours?
- Tell me about a time you had to develop a project from the ground up and what was the outcome?
- Tell me about a time when you advocated for diversity and inclusion in the workplace.
- Describe a time you had to give a colleague or team member difficult feedback.
- How would you handle a situation where a colleague was being culturally insensitive, sexist, racist, or homophobic?
- Tell me about a community project you lead that did not meet the expectation from a past organization you worked with.
- How will you integrate interpersonal practice (micro) into your role?
- What does organizational leadership look like to you?
- What specific policy issues are you interested in?
- How do you handle shifting priorities and working in a fast-paced, pressured environment?
- What is your experience with writing quickly, under pressure?
- How would you go about locating community resources in a neighborhood in which you have no relationship?
- What do you do to keep track of a lot of information at once?

