

FY22-23 Leadership Development Program Application Process Reference Questions

- 1) Provide the name of the candidate.
- 2) Define your relationship to the candidate, e.g., supervisor (past or present), mentor.
- 3) Describe what distinguishes this candidate in terms of management/leadership abilities and potential and provide specific examples of the employee's work and/or leadership experience which demonstrate these characteristics.
- 4) If applicable, please describe the most constructive piece of feedback you have given the candidate and how the candidate responded.
- 5) Please describe the candidate's strongest leadership skill.
- 6) What would you describe as the candidate's most significant area for improvement, and why?