***FY21-22 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. To your knowledge, what has the candidate done to further her/his development, either through formal professional development programs or in other ways? Please explain how the candidate interacted with you in seeking personal or professional development.
5. If applicable, please describe the most constructive piece of feedback you have given the candidate and how the candidate responded.
6. Please describe the candidate’s strongest leadership skill.
7. What would you describe as the candidate’s most significant area for improvement, and why?