



Suggested interview questions: UQ Values

Outlined below are a list of questions, which are intended as a guide to assess the suitability of a candidate against [UQ's values](#). Not all questions are required to be asked and additional questions may be added. This guide offers a variety of questions for the panel to select from, as most relevant for the individual position and may be tailored as required.

Creativity

1. Can you please share with us a time where you have used lateral thinking to solve a complex problem or situation.
2. How do you encourage creative thinking through your team. Is there an example you could provide where you have led your team through an innovative change or process.
3. Talk to us about an innovative solution you have implemented to solve a complex business problem.
4. How do you define creativity in the context of academic research?
5. What strategies do you employ to balance the need for creativity with the demands of rigorous academic standards and methodologies?
6. In what ways do you believe creativity contributes to advancing knowledge in your field?
7. What methods do you use to stimulate your creativity when faced with a mental block or lack of inspiration?
8. Describe a project where you had to balance innovation with practical constraints. How did you navigate this challenge?

Excellence

1. How do you personally define excellence in your work or profession? How do you measure your level of success?
2. Can you tell us about a time where you have gone above and beyond to provide a solution for a client of the business?
3. Can you tell us about a time where you have achieved a significant impact for a client, the business or your community?
4. How do you handle situations where there's pressure to compromise on standards or quality for the sake of expediency or cost savings?
5. How do you handle setbacks and challenges in your research while striving for excellence in your academic pursuits?
6. What steps do you take to stay abreast of new and emerging trends in your field?
7. How do you ensure that your research outputs contribute to the advancement of knowledge and have a meaningful impact on the academic community and beyond?
8. How do you approach setting and achieving professional goals to ensure a continuous journey toward excellence in your career?



Truth

1. Describe a situation where you had to deliver difficult or uncomfortable feedback to a colleague or team member. How did you handle it, and what was the outcome?
2. How do you ensure that you communicate information transparently and honestly, even when it may not be easy to do so?
3. Give an example of a time when you discovered an error or mistake in your work and took immediate steps to rectify it.
4. What strategies do you employ to promote a culture of intellectual honesty and integrity among your research team or students?
5. In your opinion, what role does academic research play in uncovering and disseminating the truth, and how do you ensure that your work contributes to this important pursuit?
6. How do you handle conflicts of interest to ensure that your decision-making process remains truthful and unbiased?

Integrity

1. What does integrity mean to you, and how do you uphold it in your professional life?
2. Please talk us through a difficult decision you were required to make to support your employer's position or reputation. How did you communicate this within the business.
3. Tell us about a time where you called out unethical behaviour. How did you call out the behaviour? Who did you engage in the discussion?
4. How do you ensure that your actions align with the values and principles of the organization you work for?
5. What measures do you take to maintain high standards of academic integrity and ethical research practices in your work?
6. How do you promote a culture of transparency and accountability in your research practices and collaborations?
7. In your view, what role does personal and professional integrity play in building trust and credibility within the academic community, and how do you uphold these principles in your work?
8. Share a story where you took the initiative to address a potential ethical concern before it escalated. What steps did you take?
9. How do you handle confidential information to ensure that you uphold the principles of integrity and trust?



Courage

1. How do you handle situations where you need to speak up or take a stand, even when it might be unpopular?
2. Give an example of a time when you faced adversity in the workplace and demonstrated resilience and courage in dealing with it.
3. Describe a project or initiative where you demonstrated ambition and boldness in setting ambitious goals or pursuing innovative strategies. What motivated you to take such an approach?
4. How do you handle situations where there's a potential risk or uncertainty in your decision-making process? Can you provide an instance where your courage in decision-making had a positive impact?
5. What strategies do you employ to encourage your team or students to think boldly and take risks in their research pursuits?
6. In your opinion, how does the demonstration of courage contribute to the advancement of knowledge and the overall growth of the academic field, and how do you embody this principle in your work?
7. How do you navigate situations where you need to challenge the status quo or propose innovative ideas that may be met with resistance?
8. Describe a situation where you had to lead a team through a period of uncertainty or change. How did you inspire courage and resilience in your team members?

Respect & Inclusivity

1. Can you please tell us about how you have previously empowered others around you to achieve success?
2. Can you tell us what inclusivity and respect means to you? How have you previously incorporated these into your past roles.
3. Discuss with us a time where you respectfully challenged an opinion or perspective of a colleague.
4. Can you provide an example of a challenging interaction with a colleague or team member where you maintained respectful engagement and resolved the issue positively?
5. How do you define respect and inclusivity in the context of academic research, and why are these values crucial for fostering a thriving academic community?
6. How do you approach the integration of perspectives from underrepresented or marginalized groups in your research to ensure a more comprehensive and equitable understanding of the subject matter?
7. How do you promote interdisciplinary collaborations and cross-cultural exchanges to foster mutual respect and understanding among researchers from different fields and backgrounds?
8. Can you share an experience where you implemented or contributed to initiatives that promote diversity, equity, and inclusion within a team or organization?