

III	Customer Service	If you were to step back and look at the part of your organization you control, what components of a customer service program would you see? Describe each component individually and tell specifically, what your role has been in implementation and ongoing delivery.
III	Customer Service	Give an example to illustrate how you have improved the experience of 1) your internal customers, and 2) your external customers. How did you determine improvement was needed and how have you determined the effectiveness of the improvement.
III	Customer Service	Tell me specifically how you have communicated to line staff that they have permission to go around the "chain of command" to expedite resolution of a patient problem. What has been the result of such communication? Success stories?
IV	Customer Service	In the past, how have you obtained and incorporated customer feedback into your organization's planning and service standards? Give specific examples.
I	Flexibility/A daptability	Describe a change in your work you have personally had to make in the last couple years. At the time, how did you feel about making the change? What did you do to make the change? How do you feel about the change now?
I	Flexibility/A daptability	Tell me about the last new procedure you had to learn in your job. Tell me what specifically was the hardest aspect of learning the new procedure. Tell me specifically what you liked best about learning the new procedure. How well is the new procedure working now?
II	Flexibility/A daptability	Describe a situation where you were responsible for getting others to make a change. What role did you play and what actions did you take? What was the outcome? If you had to do it again, would you do anything differently?
II	Flexibility/A daptability	Tell me about a time when you had to deal with two very different employees that could not be treated the same way. How did you deal with each? How did you decide what you were going to do? How well did your intervention with each employee work?
III	Flexibility/A daptability	Describe a major change you have made in the past two years. How did you accomplish the change? What difficulties did you encounter and how did you work through the difficulties? What personal factors assisted you in making the change? Would you do anything differently if you had to do it again?
III	Flexibility/A daptability	Tell me about a specific time when staff reductions required restructuring of the workload. How did you do the restructuring? Who specifically did you involve? How did you involve them? Why did you involve those whom you did?
III	Flexibility/A daptability	Describe an instance when you had to think on your feet to extricate yourself from a difficult situation. What caused the situation? How did your solution work?
IV	Flexibility/A daptability	Describe a time when you were faced with an obstacle to an important project? What did you do? Were you able to overcome the obstacle? What step(s) did you take?

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