



## Directors Application and Interview questions 2020 - 2021

### Application Questions:

#### 1. Informational Questions:

- a. What involvements are you a part of on campus?
- b. Have you previously been involved in USG?
- c. Why do you want to join USG?
- d. How have your other involvements or experiences prepared you for the role of Director?
- e. In what capacities (roles, branches and committees) have you been previously involved?
- f. What projects, programs or policies have you been involved in during your time in USG?
- g. Committee Selections

#### 2. Behavioral Questions:

- a. Describe your leadership style in 5 words.
- b. Empowerment is a keystone of the directorship. How have you been empowered and how do you seek to empower people around you and under your leadership?
- c. For Issues only: How will you balance policy work and programming within the committee?
- d. For Operations only: Retention and ownership are two key issues Ops committees struggle with in their membership. How do you plan to address and develop these in your committee?
- e. Please provide at least 5 ideas you want to work on in the upcoming year.
- f. Describe your vision for a successful committee.
- g. This past year in USG, we have had to address systemic inequities built into the organization we have been handed down. How do you plan to be a part of critically evaluating and improving our structure and culture so we hand down a



better, more impactful and more equitable organization through JEDI (Justice, Equity, Diversity, and Inclusion)?

- h. What do the goals of JEDI (Justice, Equity, Diversity and Inclusion) mean to you?  
How have you pursued furthering those goals in your life or work?

**Interview Questions:**

1. Walk us through a successful committee breakout, using your agenda/vision.
2. What do you see as the biggest problems within the committees that interest you the most/USG as a whole, and how will you use this position to attempt to fix them?
3. One Elaboration question from the application.
4. For Issues: How do you plan to work with your team of deputies to manage and empower the larger team of your committee?
5. For Operations: How do you plan to develop cohesion across your coordinators and liaisons while still furthering each of their distinct roles/goals?
6. Tell us about a time when you were required to perform what you felt were boring or mundane tasks. How did you keep yourself motivated while performing these tasks?
7. Collaboration is one of the key practices of a Director. Tell us about a collaborative experience in your life where you adapted your style in order to work effectively with those who were different from you. How you would apply lessons/skills learned there to being a collaborator on CLT, Directors and with your other collaborators like admin and student orgs?
8. One Conflict Case question from conflict questions listed at the bottom
9. Each committee has a different way of carrying out the vision of Students Serving Students, and each committee has a commitment to equity and justice. How does this tangibly manifest in your vision for your specific committee?
10. This past year in USG, we have had to address systemic inequities built into the organization we have been handed down. We want to engage in critically evaluating and improving our structure and culture so we hand down a better, more impactful and more



equitable organization. Please select one improvement or gap you see as necessary and how you would like to work on it in your term.

**Conflict Questions:**

1. Imagine you are the Director of \_\_\_\_\_. One of your deputies/coordinators is a graduating senior and has all but checked out of fulfilling their duties. How would you approach this situation as Director? Consider what you would say, people you would reach out to, and your responsibility as Director when resolving this conflict.
2. Imagine you are the Director of \_\_\_\_\_. One of your deputies/coordinators has been consistently not doing what you've asked them to do. They have been meeting with administrators without telling you, don't CC you on important emails, and try to plan projects before talking them through with you. How would you approach this situation as Director? Consider what you would say, people you would reach out to, and your responsibility as Director when resolving this conflict.
3. Imagine you are the Director of \_\_\_\_\_. A CR comes to you with a project idea that has been brought up in previous years but has always been considered not feasible. How would you approach this situation as Director? Consider what you would say, people you would reach out to, and your responsibility as Director when resolving this conflict.
4. Imagine you are the Director of \_\_\_\_\_. Within your committee, you begin to see a particular group become close friends. You don't believe this is an issue, until another member of the committee approached you mentioning that they feel excluded from the committee. How would you approach this situation as Director? Consider what you would say, people you would reach out to, and your responsibility as Director when resolving this conflict.
5. Imagine you are the Director of \_\_\_\_\_. One of your deputies has a lot of great project ideas, but is often seen doing a lot of the work and not delegating. How would you approach this situation as Director? Consider what you would say, people you would reach out to, and your responsibility as Director when resolving this conflict.