

Political Awareness and Skill. Recruitment interview topic guide

Scenarios

Suggested scenarios covering departmental, organisational and system change (can be modified)

- Scenario 1: you are introducing a new theatre scheduling tool to improve the utilisation of theatre time
- Scenario 2: you are leading the introduction of a QI initiative across a large teaching hospital
- Scenario 3: you are introducing a new integrated community service e.g. dementia support service or diabetes services

Questions

1. how would you appraise the local environment and its readiness for change (probe strategic awareness of political landscape)
 - *(Positive answer might consider: broader policy context, past experiences of change, local need/demand for change, prevailing relations between stakeholder, formal and informal lines of power)*
2. Who would you see as the key stakeholders influencing the change process (probe what positions might they take and awareness of different interests and sources of influence)
 - *(Positive answer might demonstrate appreciation of different stakeholder groups, their position in division of labour, the distinct role and underlying motives and interests, also recognising how stakeholders might vary over the life of a project)*

3. How would you go about appraising the support or opposition to change; why would certain people be resistant to change (probe understanding of interests and agendas)
 - *(Positive answer might provide developed understanding of stakeholders' distinct interests and agendas, how these relate to their particular positions and reactions, and the underlying reasoning, also recognising how these might vary over the life of a project)*

4. How would you look to engage and influence key stakeholders (probe political skills, strategies and actions)
 - *(Positive answer might offer particular strategies and approaches to address different stakeholders and different stages of change process)*