

The image features an aerial photograph of a mountain range with distinct ridges and valleys. A solid blue vertical bar is positioned on the left side of the image. The text is overlaid on this bar and the mountain background.

Candidate
Assessment
Questions

The Mountaineers
We Go Deep

Our Values

- Keeping It Real
- You Only Live Once
- Greatness Is Doable

Purpose

- Our values are sustainable only by holding one another accountable to living them
- Our values will have longevity only by making sure new Mountaineers are well suited to join us
- Candidate assessment questions seek to learn if a candidate is
 - Equipped to understand our values
 - Ready to commit to our values
 - Desire to adopt our values

Keeping It Real

- What is your business and how did you get involved?
- What aspect of your business do you run? What is your role?
- What are some activities or travel you would like to do that you haven't done?
- What would your spouse say makes you good at your job?
- What would your spouse say makes you happy at work? In life?
- Do you have an 'ethos' or life philosophy?
- Who is the closest person to you at work? What would he/she say makes you a good boss/partner? What would he/she say you need improvement? How would he/she describe your style?
- What do you rank & file have to say about your leadership style? How would they describe you as a boss? How do you know this?

You Only Live Once

- What is something you have done where you really pushed your boundaries?
- What are some activities or travel you would like to do that you haven't done?
- What obstacles have you overcome in your life and business?
- What do you do regularly just for yourself?
- Do you ski or snowboard?

Greatness is Doable

- Have you ever done any executive coaching? If so, why and what was that experience like? What changed from that experience?
- What is a conflict you have had in your business? How did it get resolved?
- Why did you decide to join YPO? What do you want to get out of it?
- What are the priorities in your life?
- What is the size (revenue, EBITDA/profits, assets) of your business?
- Have you ever done any kind of therapy? If so, what was that experience like for you? If not, what are your feelings about therapy?