

Skill Name: Vision

Skill Description: Forward-looking; imaginative; strategic; can focus on the future.

Skill Notes: Extent to which individual's ideas are strategic and forward thinking; ability to apply visionary ideas to organizational problems.

1. Can you think of a change at your organization that others would recognize as resulting primarily from your vision and efforts? Describe it for me.
2. Tell me about the last time you showed outstanding vision. Describe the situation, your actions and the outcome.
3. Tell me about the most innovative or visionary project you have worked on.
4. Some tasks require us to be especially creative. Describe for me the most creative work you have done in the past year.
5. Tell me about something you initiated in your most recent job that produced the biggest payoff for the company/organization.