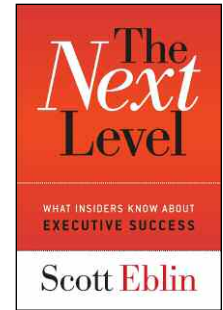


Suggested Interview Questions



“When you are made an executive, it is because you can fix problems. Very rarely are companies problem-free.”

**—Steve Smith
SVP, American
Electric Power**

- ▶ Forty percent of new executives don't last 18 months. Why is that? And what skills, specifically, are they lacking?
- ▶ You say success or failure for the new executive is about opposites—picking up new behaviors and, more importantly, letting go of old ones. What do you mean?
- ▶ Why do you say old habits die *hardest* at that “next level” of leadership?
- ▶ You interviewed some thirty leading executives while writing your book. What are some of the common themes of their stories?
- ▶ Define what you mean by “executive presence.” Can any leader achieve this?
- ▶ What steps are involved in shifting from “doer” to leader?
- ▶ You say self-confidence is the “dirty little secret” of the executive suite. What's behind that?
- ▶ What are the warning signs that an executive is about to derail?
- ▶ How can any leader avoid a flame-out?
- ▶ You are a champion of “peer-to-peer” learning. What is it, and why is it especially effective for new executives?
- ▶ What is “ESP”? And how can it help executives plan for success?
- ▶ What can organizations do to grow their leaders?
- ▶ You've created a tool called the “Life Goals Planning System”—or Life GPS, for short. What is it, and how does it support personal and professional success?
- ▶ Who is *The Next Level* really for? And what would you most like them to take away from the book?

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