**Court Leader’s Advantage Video Podcast**

**Question Time Marker Sheet**

April 15th, 2025, Episode

|  |  |
| --- | --- |
|  1 minute57 seconds | Remember the last time you served on an interview panel for a managerial or supervisory position in your court. What were the one or two key factors that made the candidate you ultimately selected stand out? What specific skills or experiences did they show you that set them apart? |
| 6 minutes33 seconds | Many organizations now use AI to scan applications for key terms like “coached,” “inspired,” “resolved employee conflict,” “problem-solving,” and “curiosity.” However, savvy applicants can strategically include these buzzwords, even if they don’t fully reflect their experience. Even if you do not use AI in screening, how do you ensure you are identifying truly qualified candidates—rather than those who have simply optimized their resumes to pass the initial screening? |
| 10 minutes4 seconds | As organizations prioritize diversity, how do you evaluate a candidate with extensive trial court experience versus one from a different field, such as the nonprofit sector or private industry? What criteria do you use to determine whether their skills and experience are transferable to the court system? |
| 15 minutes9 seconds | Years of experience, certifications, and degrees are easy to verify, but assessing a candidate’s problem-solving skills and ability to mediate employee conflicts can be more challenging. What strategies or interview techniques do you use to determine whether a candidate truly possesses these skills, rather than simply overstating their past experiences? |
| 19 minutes4 seconds | Managers may never face a crisis, but if they do, their response can be critical. Situations such as an armed individual in a courthouse, a bomb threat, a natural disaster, or a public health emergency requires composure, quick thinking, and sound decision-making. How do you assess a candidate’s ability to stay calm under pressure, act decisively, and make the right choices in high-stakes situations? |
| 22 minutes43 seconds | What advice do you have for court professionals trying to broaden their court’s applicant pool and are faced with the challenge of evaluating disparate candidate backgrounds? |