

# Interview guide to LUS – select the questions that make sense for you

## (Electronic solution is under preparation)

Main theme 1 Status since last time	Main theme 2 Goals and direction	Main theme 3 Collaboration and interaction	Main theme 4 Engagement and well-being	Main theme 5 Leadership
<ul style="list-style-type: none"> <li>• How have your unit's strategic development goals from the latest LUS fared and which ones are needed in the coming year?</li> <li>• What tasks has the unit solved in the past year, and how has this developed the unit?</li> <li>• (BLANK FIELD)</li> </ul>	<ul style="list-style-type: none"> <li>• How do you contribute to SDU and your unit's goals being met in the best possible way?</li> <li>• Which of SDU's goals are particularly relevant for your unit's tasks?</li> <li>• Are there forthcoming strategic changes that will affect how your unit solves its tasks? Have any key skill development initiatives been decided that are relevant for your unit?</li> <li>• What are your unit's strategic goals and initiatives in the coming period?</li> <li>• How do you communicate the terms and ambitions of the University and your unit?</li> <li>• How do you systematically adjust direction in response to changes in conditions, context, tasks and employees?</li> <li>• How do you prioritise and co-ordinate different and potentially competing tasks and interests?</li> <li>• (BLANK FIELD)</li> </ul>	<ul style="list-style-type: none"> <li>• How do you exploit your unit's potential and synergy?</li> <li>• How do you promote interaction among employees within your own unit?</li> <li>• How do you support cross-cutting initiatives, activities and collaborations outside your own unit?</li> <li>• How do you contribute to knowledge sharing, feedback and sparring?</li> <li>• How do you take the initiative for bringing different skills into play to create results?</li> <li>• How do you involve employees and collaboration partners without giving up your managerial responsibility?</li> <li>• (BLANK FIELD)</li> </ul>	<ul style="list-style-type: none"> <li>• Which tasks best match your unit's skills?</li> <li>• What types of tasks do you see your unit performing in the short and long term?</li> <li>• What does your unit excel in and where do you need to strengthen your skills in order to solve your current and future tasks?</li> <li>• What is needed to best exploit your unit's skills and potentials?</li> <li>• How do you create space for enthusiasm and professional pride in your unit?</li> <li>• How do you handle conflict, failure to thrive, doubt and uncertainty?</li> <li>• (BLANK FIELD)</li> </ul>	<ul style="list-style-type: none"> <li>• How do you take on managerial responsibility and demonstrate integrity and credibility?</li> <li>• How do you seek dialogue with employees, managers and management colleagues about good leadership and about your leadership practice?</li> <li>• How do you develop your network to get sparring, find a community and get help when things are difficult?</li> <li>• How do you develop your own management practice and what support do you need ?</li> <li>• Is there anything else that is important for you to discuss?</li> <li>• (BLANK FIELD)</li> </ul>