

DOMAIN OWNER INTERVIEW TOOL

DATE:

THE QUALITY OF YOUR QUESTIONS REFLECTS THE QUALITY OF YOUR LEADERSHIP.

Use this version of the interview tool when interviewing a candidate to lead one of your companies big 3 domains - Finance, Growth, and Operations. For all other interviews, use the regular version of the UOS Interview Tool.

INTERVIEW COMPLETED BY



CANDIDATE NAME



POSITION APPLIED FOR



CANDIDATE DEPARTMENT



INTERVIEWING TO LEAD THE DOMAIN:

FINANCE ☐GROWTH ☐OPERATIONS ☐

OVERVIEW / GENERAL NOTES FROM THE INTERVIEW

CLARITY & PURPOSE

Q. How have you defined a team's purpose beyond profit and used it to guide tough decisions under your leadership?

Law 1: Purpose Beyond Profit (Tests Law 1's strategic application and ability to lead with a meaningful "why.")

Q. Tell me about a time you cut through team confusion to establish a clear foundation for action.

How did you ensure it stuck?

Law 2: Genesis Principle (Assesses Law 2's first-principles thinking and ability to align a domain.)

Q. When have you realigned a team or strategy that drifted off course? What was your process to reset the focus?

Law 2: Genesis Principle (Evaluates Law 2's clarity enforcement at a leadership level.)

FINANCIAL DISCIPLINE

Q. Describe a time you turned around a financially shaky situation. How did you ensure visibility and control for your team? Law 3: Net 7 Method (Tests Law 3's Net 7 Method leadership—reserves and quick closes.)

How have you led a team to prioritize cash discipline without stifling growth? What trade-offs did you navigate? Law 3: Net 7 Method (Gauges ability to balance Law 3's fuel focus with expansion.)

ADDITIONAL NOTES

EXECUTION AND MOMENTUM

Q. Tell me about a time you set a single, clear goal for a team and drove it to completion under pressure. How did you keep momentum? Law 5: Decision Velocity (Assesses Law 5's Unbreakable Cycle leadership and focus.)

Q. When have you had to kill a popular idea to protect a team's core priority? How did you handle pushback? Law 5: Decision Velocity (Tests Law 5's discipline in locking cycles and saying no.)

ADDITIONAL NOTES

LEADERSHIP AND TRUST

Q. Give an example of when you went first to earn your team's trust—like stepping into the fire before they had to. What was the result?

Law 6: Hot Dog Stand Effect (Evaluates Law 6's Hot Dog Stand Effect at a domain leadership level.)

How have you turned a group into a team that owns their work like it's their own? What did you do to build that belief? Law 6: Hot Dog Stand Effect (Assesses Law 6's ability to foster ownership across a domain.)

ADDITIONAL NOTES

DISTINCTION AND CONSISTENCY

Q. When have you led a team to stand out in a crowded market? How did you define and defend that edge?

Law 4: Brand Moat (Tests Law 4's Brand Moat leadership and strategic positioning.)

Q. How have you ensured your team consistently delivered on a unique promise, even when it was tough?

Law 4: Brand Moat (Gauges Law 4's discipline in building a reputation.)

ADDITIONAL NOTES

SYSTEMS AND ENDURANCE

Q. Tell me about a time you built a system that let your team scale without you micromanaging. How did you know it worked? Law 7: Asymmetric Endurance (Assesses Law 7's Asymmetric Endurance leadership and trust in systems.)

Q. When have you used reporting—like Unbreakable Business Reviews—to keep a pulse on your team without being in every detail? Law 7: Asymmetric Endurance (Tests Law 7's visibility and delegation skills at a domain level.)

ADDITIONAL NOTES

UNBREAKABLE MINDSET

Q. If you took over a chaotic domain—Finance, Growth, or Operations—what’s your first move to turn it into an engine? [All Laws] (Evaluates holistic leadership fit with the UnbreakableOS vision.)

ADDITIONAL NOTES

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OVERVIEW / GENERAL NOTES FROM THE INTERVIEW

CLARITY & PURPOSE

Q. Tell me about a time you figured out what really mattered in a messy situation. How did you stay focused on it?

Law 1: Purpose Beyond Profit / Law 2: Genesis Principle (Tests Law 1's clarity and Law 2's truth-seeking at any level.)

Q. When have you helped a team stay on track with a bigger goal, even if it wasn't your call? What did you do?

Law 1: Purpose Beyond Profit / Law 2: Genesis Principle (Assesses support for Law 1's purpose and Law 2's alignment.)

ADDITIONAL NOTES

FINANCIAL DISCIPLINE

Q. Describe a time you spotted a resource waste—like time or money—and fixed it before it got worse. What happened? Law 3: Net 7 Method (Evaluates Law 3's discipline in a non-leadership context.)

Q. How have you made do with less to get a job done well? What was your trick?
Law 3: Net 7 Method (Tests resourcefulness tied to Law 3's cash discipline.)

ADDITIONAL NOTES

EXECUTION AND MOMENTUM

Q. Give me an example of when you finished something important on time because you kept it simple. How did you avoid distractions? Law 5: Decision Velocity (Assesses Law 5's execution focus without needing leadership authority.)

Q. When have you pushed through a roadblock to hit a deadline? What kept you going?
Law 5: Decision Velocity (Gauges Law 5's momentum and resilience.)

ADDITIONAL NOTES

LEADERSHIP AND TRUST

Q. Tell me about a time you stepped up to help someone before they asked. How did it change things?

Law 6: Hot Dog Stand Effect (Tests Law 6's "go first" mindset at any level.)

Q. When have you earned someone's trust by showing you had their back? What did you do?

Law 6: Hot Dog Stand Effect (Assesses Law 6's trust-building without requiring a leadership role.)

ADDITIONAL NOTES

DISTINCTION AND CONSISTENCY

Q. How have you made your work stand out, even in a small way? What made it different?

Law 4: Brand Moat (Evaluates Law 4's contribution to a Brand Moat from any position.)

Q. Tell me about a time you kept showing up on something when others dropped off. What was the payoff?

Law 4: Brand Moat (Tests Law 4's consistency over motivation.)

ADDITIONAL NOTES

SYSTEMS AND ENDURANCE

Q. When have you set up a shortcut or process that made work smoother for you or others? How did it hold up?

Law 7: Asymmetric Endurance (Assesses Law 7's systems thinking at a practical level.)

Q. Describe a time you kept something running smoothly without needing constant oversight. What did you put in place? Law 7: Asymmetric Endurance (Gauges Law 7's endurance support without leadership scope.)

ADDITIONAL NOTES

UNBREAKABLE MINDSET

Q. What's the toughest challenge you've tackled where you had to keep going after a setback? How did you pull through? [All Laws] (Tests resilience, a universal UnbreakableOS trait.)

Q. If you were stuck doing repetitive tasks that slowed you down, how would you break free to focus on what counts? Law 7: Asymmetric Endurance (Evaluates initiative and Law 7's burden-shrinking mindset.)

ADDITIONAL NOTES