

5-minute presentation _____

Applicant Name **LEAH EASTER**

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

5 years experience

5

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Low 1 2 3 4 5 High

more communications with all entities of the industry

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Low 1 2 3 4 5 High

3. As a manager, a major role you play is as a "decision maker" or "problem solver".

Low 1 2 3 4 5 High

What process do you use to make critical decisions?

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Low 1 2 3 4 5 High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Low 1 2 3 4 5 High

6. What are your short-term and long-term career goals?

Low 1 2 3 4 5 High

Team-Team-Team

7. What have you done in your career that you are most proud of?

Low 1 2 3 4 5 High

8. What would you have liked to do more of in your last position? What held you back?

Low 1 2 3 4 5 High

9. What three things are most important to you in a position?

Low 1 2 3 4 5 High

10. What is your own philosophy of management and how would you describe your management style?

Low 1 2 3 4 5 High

Treat all equal

Ditzler

Interview Questions

41

5-minute presentation

Applicant Name **STEVEN MCDONALD**

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

4-

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Low 1 2 3 4 5 High

3

Experience in other agencies

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Low 1 2 3 4 5 High

4

2 children & 16 - Divorce

3. As a manager, a major role you play is as a "decision maker" or "problem solver".

Low 1 2 3 4 5 High

5

What process do you use to make critical decisions?

seek information to make decisions,

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Low 1 2 3 4 5 High

4

Treat respectfully to staff

5. Tell me about a time when you solved one problem but created others? What did you learn?

Low 1 2 3 4 5 High

4

Why did you apply for both positions?

6. What are your short-term and long-term career goals?

Low 1 2 (3) 4 5 High

7. What have you done in your career that you are most proud of?

Low 1 2 (3) 4 5 High

8. What would you have liked to do more of in your last position? What held you back?

Low 1 2 (3) 4 5 High

9. What three things are most important to you in a position?

Lead
Support
Respect

Low 1 2 3 (4) 5 High

10. What is your own philosophy of management and how would you describe your management style?

Knowing what the different entities do and see ways to bring together - Transparency -

Low 1 2 3 (4) 5 High

Ditzler

Interview Questions

34

5-minute presentation _____

Applicant Name **JANIE HUGGINS**

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. 3

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Low 1 2 3 4 5 High

stronger
Better

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Low 1 2 3 4 5 High

starting a new career

3. As a manager, a major role you play is as a "decision maker" or "problem solver".

Low 1 2 3 4 5 High

What process do you use to make critical decisions?

Logic

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Low 1 2 3 4 5 High

gratitude and valued

5. Tell me about a time when you solved one problem but created others? What did you learn?

Low 1 2 3 4 5 High

Keep moving forward

6. What are your short-term and long-term career goals?

Low 1 2 3 4 5 High

see the agency succeed

7. What have you done in your career that you are most proud of?

Low 1 2 3 4 5 High

Changing testing companies

8. What would you have liked to do more of in your last position? What held you back?

Low 1 2 3 4 5 High

Future education

9. What three things are most important to you in a position?

Low 1 2 3 4 5 High

Learn ——— support
growth ———
diversity ———

10. What is your own philosophy of management and how would you describe your management style?

Low 1 2 3 4 5 High

Communicate
equal
understood

Ditzler

Interview Questions

44

5-minute presentation _____

Applicant Name **DORY MIZARACHI**

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit. #

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Low 1 2 3 4 5 High

Innovative -
Best Practice
Tech advances

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Low 1 2 3 4 5 High

going back to school
not take the easy way

3. As a manager, a major role you play is as a "decision maker" or "problem solver".

Low 1 2 3 4 5 High

What process do you use to make critical decisions?

research methodical
Compare
Organized

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Low 1 2 3 4 5 High

open door policy
provide tools - education
morate

5. Tell me about a time when you solved one problem but created others? What did you learn?

Low 1 2 3 4 5 High

6. What are your short-term and long-term career goals?

no short term
Being a good manager
Contribute

Low 1 2 (3) 4 5 High

7. What have you done in your career that you are most proud of?

growing a dying program
preparing students better

Low 1 2 3 4 (5) High

8. What would you have liked to do more of in your last position? What held you back?

being in a position where you
can not progress

Low 1 2 (3) 4 5 High

9. What three things are most important to you in a position?

Transparency
ethics
communication

Low 1 2 3 4 (5) High

10. What is your own philosophy of management and how would you describe your management style?

Communicate
make fast decisions
Being Diplomatic

Low 1 2 3 4 (5) High

board member
HARRIS / 20

dupty

Interview Questions

Applicant Name: Huggins, Janis April 11

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

Experience from working here

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Overall should be better

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Changing Careers

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

logic - clear thinking

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

gratitude - Appreciate the staff
teamwork

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Straight forward

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

To be successful

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

Accomplishments here @ State board of Cosmet
implemented change

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

State course-contract - More education

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

1. growth - Career enhancement

2. diversity =

3.

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

Commandation and fairness

1- Low

2

3

4

5- High

Overall Score:

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board member
frank

Executive

Interview Questions

Applicant Name: McDonald, Steven App 14

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low	2	3	4	5- High ✓
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1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low	2	3	4	5- High ✓
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2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low	2	3	4	5- High ✓
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3. As a manager, a major role you play is as a “decision maker” or “problem solver”. What process do you use to make critical decisions?

1- Low	2	3	4	5- High ✓

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	5- High ✓

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	4	5- High ✓

6. What are your short-term and long-term career goals?				
1- Low	2	3	4	5- High ✓

7. What have you done in your career that you are most proud of?				
1- Low	2	3	4	5 ✓

8. What would you have liked to do more of in your last position? What held you back?				
1- Low	2	3	4	5- High ✓

9. What three things are most important to you in a position?

1- Low	2	3	4	5- High ✓

10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	5- High ✓

Overall Score:

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board member
member
franchise / 155

Deputy +

Interview Questions

Applicant Name: McDonald, Steven App 2

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

experience in state, over 20 years
customer protection

1- Low

2

3

4

5- High ✓

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low

2

3

4

5- High ✓

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Personal - Divorce
Professional - firing is difficult

1- Low

2

3

4

5- High ✓

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

1- Low	2	3	4	5- High ✓

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

More communication
Part of Bigger Picture
Treat people with respect

1- Low	2	3	4	5- High ✓

5. Tell me about a time when you solved one problem but created others? What did you learn?

Went up against the Head

1- Low	2	3	4	5- High ✓

6. What are your short-term and long-term career goals?

work here &

stay here

1- Low

2

3

4

5- High ✓

7. What have you done in your career that you are most proud of?

Appointed by the CEO of Nevada

to work ~~with~~ with the citizens of the state

1- Low

2

3

4

5 ✓

8. What would you have liked to do more of in your last position? What held you back?

trained employees

3 partners could not agree - held back

1- Low

2

3

4

5- High ✓

9. What three things are most important to you in a position?

to lead
support
respect

1- Low

2

3

4

5- High ✓

10. What is your own philosophy of management and how would you describe your management style?

— Team player & Be Knowledgeable

Be able to Communicate

Team Management - Transparency ✓

1- Low

2

3

4

5- High ✓

Overall Score:

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Board member
HARRIS / SS

9 Deputy
AM

Interview Questions

Applicant Name: Easter, Leah Applicant #12

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low	2	3	4	5- High ✓
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1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Get a new Operating System - More effective

1- Low	2	3	4	✓ 5- High
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2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low	2	3	4	✓ 5- High
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3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Surround your self around smarter people
ASK QUESTIONS

1- Low

2

3

4

5- High ✓

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

more meeting - like lunches or dinner

1- Low

2

3

4

✓ 5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Town Hall - Looking to solve more problem

1- Low

2

3

4

5- High ✓

6. What are your short-term and long-term career goals?

New Ventures

1- Low

2

3

4

5- High ✓

7. What have you done in your career that you are most proud of?

Put together a great team

1- Low

2

3

4

5 ✓

8. What would you have liked to do more of in your last position? What held you back?

talked about Town Hall - committees

1- Low

2

3

4

5- High ✓

9. What three things are most important to you in a position?				
1. Work well with outside/inside the Agency				
2. Thick Skin				
1- Low	2	3	4	✓ 5- High

10. What is your own philosophy of management and how would you describe your management style?				
Team Player				
1- Low	2	3	4	5- High ✓

Overall Score:

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lawyer with experience -

board member
HAPPY

executive

Interview Questions

Applicant Name: Mizrachi, Dory App 20

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

experience from previous position

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

better system

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

going back to school and knowing you
can achieve better things

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Researcher, organized

System for decision making

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Open door policy

listening to people

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Solve the problem and step in to do the class.

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

Fulfilled short term goals

Passion for helping people, still grower

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

Growing a dying ~~program~~ program - single-handed

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

Wanna do more

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

1. Transparency

2. Communication

3. Professionalism

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

open door policy - people matter
research

1- Low

2

3

4

5- High

Overall Score:

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Interview Questions

Molly O'Bryant

Applicant Name: Domy Mizrachi ED

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

- goals of board w/ public
- Licensing, testing, edu
- current position is in alignment w/ board's mission.
- program admin & curriculum
- FBI board member
- current position directly translates to board's mission

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

- more innovative
- Better practices in line w/ jurisdiction
- technological advances
- provide value

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

- going back to school as an adult & parent
- teaching son dedication & drive
- Biggest risk due to single mom
- impostor syndrome & scared of failure
- grad from taking the risk

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

- researcher and comparing laws and examining outside laws
- methodical > see things and make it streamline
- organized
- much consideration needs to be had to go forward w/ decision

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

- open door policy - contact and communicate any time
- provide them w/ education
- work through problems together
- listening skills and adaptability
- listening to people

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

- disengaging instructor needed to be removed mid semester
- picked up the class
- took it wk by wk to adapt and help students
- adaptability and resiliency to have a good outcome
- right thing to do

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

- fulfilled short term goals currently
continue career path
- grow and contribute to people and society
- add value to whatever is being done

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

- growing UNLV's diving program 6 fold
- bringing millions of \$ to UNLV
- redeveloped the curriculum.
- proper preparedness for students, teamwork, research, and leading.

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

- Taking a position out of school lead to not being tenured professor.
- She's at the ceiling.

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

- communication #1
- professionalism
- integrity ethics and moral

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

- open door
- effective communication
- 'you've been heard'
- research / decision making skills
- collaboration w/ others
- take advice and opinions of others
- being diplomatic

1- Low

2

3

4

5- High

Overall Score: 50

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Interview Questions

molly asmyant

Applicant Name: Steven D. McDonald

~~DED~~ **ED**

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
- appointed by 2 govs				
- many agencies experience				
- DEPR Dep Admin				
- seek compliance over out of business				
- experience w/legislature				
1- Low	2	3	4	5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
- Enhance whats been done				
- Improve on whats been done				
- Bring more transparency on how agency is working				
- more collaborative				
1- Low	2	3	4	5- High

• prefers ED over DED - to lead agency

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
- personal : getting divorce w/ 2 children learn's grow ? priority w/ children communicate w/ ex and putting kids first.				
- professionally : firing team member (progressive reprimand) job is to find and nurture talents hired for, give alot if it doesn't work. Serving citizens of the state is most important. Mission is most imp.				
1- Low	2	3	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

- Seek info. Job is to lead have to be collaborative. You don't know everything - rely on inside staff.
- seek counsel to best lead
- Timely decision making

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

- Have to get employees to 'Buy In' to the endgoal.
- create inclusiveness to the bigger picture
- Treat them respectfully.

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

- uphold statute to protect future problems but created an issue w/ Chairman Biden.

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

- long term: Practice at ED @ NSBOC
- Short term: look and improve areas that need improvement

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

- appointment to the COO of state of Nevada (state agency)
- most fulfilled when working in govt to serve the citizens
- leave it better than when you came in.

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

- make law firm more efficient
- held back due to partners not getting on the same page.

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?				
- To lead				
- To have support				
- Respect				
- If you have that and exude to others then you will achieve your mission.				
1- Low	2	3	4	5- High

10. What is your own philosophy of management and how would you describe your management style?				
- collaborative				
- knowing your audience and being able to communicate				
- willingness to learn something new every day.				
- quickly learn and work w/ everyone to best serve the citizens of Nevada.				
-				
1- Low	2	3	4	5- High

Overall Score: 55

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Interview Questions

Molly O'Bryant

Applicant Name: Janie Huggins DED

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

- med Board, AZ licensure, etc
- if selected wants board to do well

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

- Hope for structure more organized
- successful more efficient
- Better systems for staff

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

- changing careers later in life
- if it's not a good fit and money is ok

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

- Logic
- solution based
- no emotion if clauding judgement

1- Low	2	3	4	5- High
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4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

- gratitude
- donuts on Monday
- ensuring that team feels motivated to do their job.

1- Low	2	3	4	5- High
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5. Tell me about a time when you solved one problem but created others? What did you learn?

- AE
- moving forward w/ AE creates more issues and keep tackling them.

1- Low	2	3	4	5- High
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6. What are your short-term and long-term career goals?

- align w/ agencies goals
- further mission that staff / agency is thriving and successful

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

- accomplishments @ NSBOC
- transitioning testing systems
- regulation and law changes

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

- state contracting course - use or lose it skill
- more practice w/ that skill

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

- growth / potential for growth & learning
- diversity in tasks
- good coworkers / team

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

- communication all the way
- fairness equal and understood
- creates success w/ goals in mind

1- Low

2

3

4

5- High

Overall Score: 50

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Interview Questions

Molly O'Bryant

Applicant Name: Leah Easter DED

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

5 yrs experience
multiple positions w/in the NSBAC

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Better communication w/in board & licensees
plans for future comm. w/ schools &
grow the team
Better understanding of laws w/ licensees

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Dedication to her goals even at the expense of finances.
importance w/ women in business

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

- Go to the experts and be open to acknowledge that you don't know every thing.

- Consider what is best use of licensee funds.

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

- Team lunches to Berol in a more relaxed setting

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Town Hall

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?				
- Intertwined w/st Board goals		- volunteer programs		
- Better system / website				
- new day				
- lobbyists				
- meetings w/school execs more schools feel heard				
- more Docs for businesses				
1- Low	2	3	4	5- High

7. What have you done in your career that you are most proud of?				
Town Hall w/ Board & licensees				
Team work built				
well working team				
St. Board culture				
1- Low	2	3	4	5

8. What would you have liked to do more of in your last position? What held you back?				
Town Hall on communication & needs of licensees				
1- Low	2	3	4	5- High

9. What three things are most important to you in a position?

- Works w/ Both inside and outside NSROC agencies
- Thick skin w/ good communication

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

1- Low

2

3

4

5- High

Overall Score: 55

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ad
/53

Interview Questions

Applicant Name: Leah Easter

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High
--------	---	---	---	---

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High
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2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High
--------	---	---	---	---

3. As a manager, a major role you play is as a “decision maker” or “problem solver”. What process do you use to make critical decisions?

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High
--------	---	---	---	---

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High
--------	---	---	---	---

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	4 <i>af</i>	5- High
--------	---	---	-------------	---------

6. What are your short-term and long-term career goals?

1- Low	2	3	4	X 5- High

7. What have you done in your career that you are most proud of?

1- Low	2	3	4	X 5

8. What would you have liked to do more of in your last position? What held you back?

1- Low	2	3	4 X	5- High

9. What three things are most important to you in a position?

1- Low	2	3	4	5- High

10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	5- High

Overall Score:

34				
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AD / JM

Interview Questions

Applicant Name: Dory Mizrahi

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low	2	3	4	X 5- High
--------	---	---	---	-----------

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low	2	3	4 X	5- High
--------	---	---	-----	---------

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low	2	3	4	X 5- High
--------	---	---	---	-----------

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

1- Low	2	3	4 <input checked="" type="checkbox"/>	5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High

6. What are your short-term and long-term career goals?

1- Low

2

3

4

A

5- High

7. What have you done in your career that you are most proud of?

1- Low

2

3

4

K

5

8. What would you have liked to do more of in your last position? What held you back?

1- Low

2

3

4

X

5- High

9. What three things are most important to you in a position?

1- Low	2	3	4 <input checked="" type="checkbox"/>	5- High

10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High

Overall Score:

49				
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AD / 2/26

Interview Questions

Applicant Name: Janie Huggins

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low	2	3	4 α	5- High
--------	---	---	------------	---------

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low	2	3	4 α	5- High
--------	---	---	------------	---------

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low	2	3	4 α	5- High
--------	---	---	------------	---------

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

1- Low	2	3	4 <input checked="" type="checkbox"/>	5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	<input checked="" type="checkbox"/> 4	5- High

6. What are your short-term and long-term career goals?

1- Low	2	3	4	X 5- High

7. What have you done in your career that you are most proud of?

1- Low	2	3	4	X 5

8. What would you have liked to do more of in your last position? What held you back?

1- Low	2	3	4 X	5- High

9. What three things are most important to you in a position?

1- Low	2	3	4	5- High

10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	5- High

Overall Score:

2/3				
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AD
/ *su*

Interview Questions

Applicant Name: Steven D. McDonald

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low	2	3	4	<input checked="" type="checkbox"/> 5- High
--------	---	---	---	---

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low	2	3	4 <input checked="" type="checkbox"/>	5- High
--------	---	---	---------------------------------------	---------

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low	2	3	4 <input checked="" type="checkbox"/>	5- High
--------	---	---	---------------------------------------	---------

3. As a manager, a major role you play is as a “decision maker” or “problem solver”. What process do you use to make critical decisions?

1- Low	2	3	4	5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	4	5- High

6. What are your short-term and long-term career goals?

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

1- Low	2	3	4	X 5- High

10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	X 5- High

Overall Score:

46				
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Oliver

Interview Questions

Applicant Name:

Jamie Haggins

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Solution driven

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Motivating employees

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

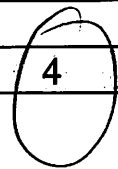
1- Low

2

3

4

5- High



7. What have you done in your career that you are most proud of?

Changes in Marketing System

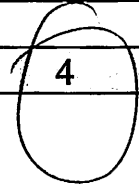
1- Low

2

3

4

5



8. What would you have liked to do more of in your last position? What held you back?

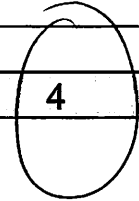
1- Low

2

3

4

5- High



9. What three things are most important to you in a position?

Growth

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

Communicate

1- Low

2

3

4

5- High

Overall Score:

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Over 30 years ~~45~~ 55

Interview Questions

Applicant Name: Leap Easter

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

Currently working in such position

1- Low

2

3

4

5- High

5

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Changing the way it's been done to get different results.

1- Low

2

3

4

5- High

5

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low

2

3

4

5- High

5

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

1- Low	2	3	4	5- High

5

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	5- High

5

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	4	5- High

from your Hall

5

6. What are your short-term and long-term career goals?

1- Low

2

3

4

5- High

5

7. What have you done in your career that you are most proud of?

1- Low

2

3

4

5

5

8. What would you have liked to do more of in your last position? What held you back?

Better systems of communication
communication with staff
& board members

1- Low

2

3

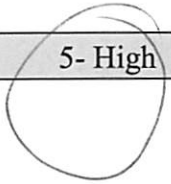
4

5- High

5

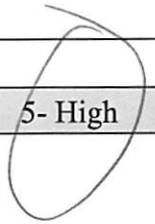
9. What three things are most important to you in a position?

1- Low	2	3	4	5- High



10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	5- High



Overall Score:

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~~Applicant Name: _____~~

Interview Questions

Stefan McDonald D.D.

* Ex Director

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

work with state agencies

1- Low

2

3

4

5- High

5

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

Bill drafts

1- Low

2

3

4

5- High

4

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low

2

3

4

5- High

3

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Seek information

1- Low	2	3	4	5- High
--------	---	---	---	---------

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

1- Low	2	3	4	5- High
--------	---	---	---	---------

5. Tell me about a time when you solved one problem but created others? What did you learn?

1- Low	2	3	4	5- High
--------	---	---	---	---------

6. What are your short-term and long-term career goals?

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

1- Low

2

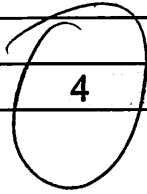
3

4

5- High

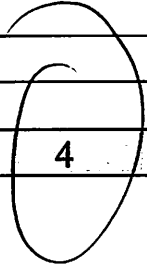
9. What three things are most important to you in a position?

1- Low	2	3	4	5- High



10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	5- High



Overall Score:

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Cover
Brainiac 47

Interview Questions

Applicant Name:

Dorey Mizrahi

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

1- Low

2

3

4

5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

best practices

1- Low

2

3

4

5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?

1- Low

2

3

4

5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

research

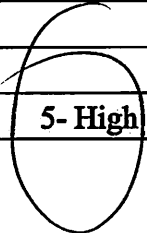
1- Low

2

3

4

5- High



4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

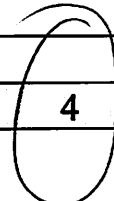
1- Low

2

3

4

5- High



5. Tell me about a time when you solved one problem but created others? What did you learn?

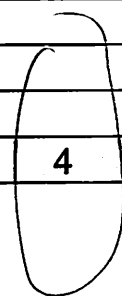
1- Low

2

3

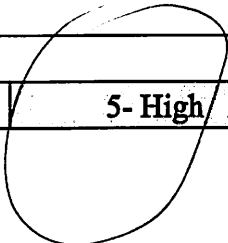
4

5- High



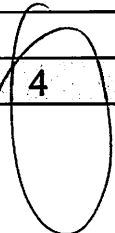
6. What are your short-term and long-term career goals?

1- Low	2	3	4	5- High



7. What have you done in your career that you are most proud of?

1- Low	2	3	4	5



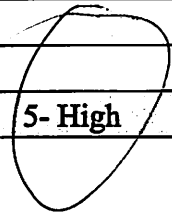
8. What would you have liked to do more of in your last position? What held you back?

1- Low	2	3	4	5- High



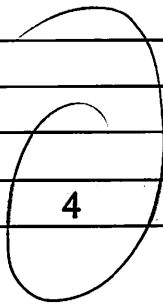
9. What three things are most important to you in a position?

1- Low	2	3	4	5- High



10. What is your own philosophy of management and how would you describe your management style?

1- Low	2	3	4	5- High



Overall Score:

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1/5/20

Interview Questions

Applicant Name: Easter, Leah (Deputy) # 12

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
Been over 5 years at state board				
Keep learning about Advanced Esthetics				
1- Low	2	3	4	5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
More communication in general				
Board host meetings w/ schools				
Internal process of applications				
1- Low	2	3	4	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
Work life balance				
1- Low	2	3	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

licensee funding

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

every month they have a staff lunch

↳ the feedback is they love the lunch

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

town hall → everybody was on same page

also opened doors to other suggestions

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

short term - lobby ~~at~~ firm

meeting w/ school executives, better website
volunteer work

1- Low	2	3	4	5- High
--------	---	---	---	---------

7. What have you done in your career that you are most proud of?

Put together a great team → best ever worked w/

1- Low	2	3	4	5
--------	---	---	---	---

8. What would you have liked to do more of in your last position? What held you back?

Town hall was eye-opening → take what we learned & implement

1- Low	2	3	4	5- High
--------	---	---	---	---------

9. What three things are most important to you in a position?				
Work well w/ outside vendor				
Works well w/ staff				
Have thick skin				
better communication				
1- Low	2	3	4	5- High

10. What is your own philosophy of management and how would you describe your management style?				
Hire trust worthy				
work as a team				
communicate better				
1- Low	2	3	4	5- High

Overall Score:

				55
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55



Interview Questions

Applicant Name: McDonald, Steven (executive)

5-minute presentation

Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.

Has been a Deputy before, managed many offices and staff
we are there to protect public, over 200 years of working
in quit

1- Low	2	3	4	5- High
--------	---	---	---	---------

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?

enhance upon what previous have done
work w/ legislature
- bring transparency to industry
- more collaborative

1- Low	2	3	4	5- High
--------	---	---	---	---------

2. What is the most difficult decision that you have made in your career and what did you learn from it?

Personal one → getting divorced (still have to communicate)
Career → tough decision to let someone go
progressive discipline (they were hired for a reason)
↳ they have to get along or both are fired

1- Low	2	3	4	5- High
--------	---	---	---	---------

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Seek information → job is to lead → you have to be collaborative
 if you need to see improvement ask them what they do

1- Low	2	(3)	4	5- High
--------	---	-----	---	---------

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

200 employees
 get them to "buy in"
 they have to share information
 had monthly meetings
 teach them they have work together
 treat them respectfully

1- Low	2	3	(4)	5- High
--------	---	---	-----	---------

5. Tell me about a time when you solved one problem but created others? What did you learn?

Unclaimed property
 needs to be turned over to a different dept

1- Low	2	3	(4)	5- High
--------	---	---	-----	---------

6. What are your short-term and long-term career goals?

Executive Director
long term to Retire

jump in both feet look at both areas that
need work

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

CEO of State of NV
Working in gov't since in his 20's

"leave it better than when you came in"

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

at the law firm - make firm more efficient

3 partners couldn't get on same page

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

to lead
to have support
have respect

w/ these 3 things we can achieve what board wants to implement

1- Low	2	3	4	5- High
--------	---	---	---	---------

10. What is your own philosophy of management and how would you describe your management style?

collaborative → all a team
know your audience
to be able to communicate transparent

he wants to learn as quickly as possible

1- Low	2	3	4	5- High
--------	---	---	--------------	---------

Overall Score:

	9	24	10
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* Priority → of wanting executive position

43



#11

Interview Questions

Applicant Name: Higgins, Janice (Deputy)

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
Very familiar w/ laws & Regulations knows where we need to go				
1- Low	2	3	4	5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
Hope it will be better, stronger more efficient				
1- Low	2	3	4	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
Change of career → it's ok to start over				
1- Low	2	3	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

logic → come up w/ solutions based on logic

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Gratitude → say thank you
letting your team know they are valued

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Advanced Esthetics → be happy you solved the 1 problem & tackle the

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?				
Goal → agency is successful				
agency is thriving				
1- Low	2	3	4	5- High

7. What have you done in your career that you are most proud of?				
Accomplishments → changed testing vendors				
1- Low	2	3	4	5

8. What would you have liked to do more of in your last position? What held you back?				
State contractor manager course				
1- Low	2	3	4	5- High

9. What three things are most important to you in a position?

growth → potential
diversity in job tasks
good co-workers

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

communication → fair, equal

1- Low

2

3

4

5- High

Overall Score:

9

20

15

44

28

Interview Questions

Applicant Name: Mizrachi, Dory (Executive)

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
Protect the community - Did research				
Works UNLV → runs graduate programs grown programs at UNLV				
1- Low	2	3	4	5- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
More innovative ... be better				
technology advancements				
1- Low	2	3	4	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
going back to school as an adult				
- Show value of hard work & dedication to her son				
- going to do PhD				
1- Low	2	3	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Researcher →

very organized

be methodical → a backed w/ research

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

manages 20 ppl

open door policy, provide them w/ tools

create a level of moral

good leadership, adaptability

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

terminate instructor mid semester

↳ she picked up the class

adaptability

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

Short term → ~~FINANCE~~ continue career path
grow, contribute to society
passion for helping people

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

Growing a dying program at UDLV
- preparing students

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

~~##~~ Held back at UDLV because she
graduated there

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

transparency
communication
professionalism / ethics / moral

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

open door policy
communicate
you matter
research, good decision making skills
collaboration

1- Low

2

3

4

5- High

Overall Score:

6

~~12~~

30

~~12~~

48

Interview Questions

Applicant Name: Dary Mizradhi (ED)

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
Has thoroughly researched the role of the board. Board is tasked with public safety and the administrative work of field.				
(* Is familiar with board governance)				
1- Low	2	3	4	(3) High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
Agency will be more innovative, looking to other jurisdictions to implement best practices, technological advancements				
1- Low	2	3	(4)	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
Going back to school as an adult and a single mother.				
1- Low	2	3	(4)	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Looks to other states for examples, standards, law comparison.

Likes to research thoroughly.

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Believes in an open-door policy, creates an environment full of good morale. Adaptability, ability to listen to others.

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Terminating an instructor mid-semester without a viable replacement. Forced the candidate to adapt to constant changes and challenges.

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?

No short term goals (these have been accomplished).

Long-term: wants to help people and investing in community.

1- Low

2

3

4

5- High

7. What have you done in your career that you are most proud of?

Creating a program and fixing an ailing program and making it successful.

1- Low

2

3

4

5

8. What would you have liked to do more of in your last position? What held you back?

Is not able to tenure at UBLX because of where their alma mater was at.

1- Low

2

3

4

5- High

9. What three things are most important to you in a position?

Transparency, communication,
professionalism and integrity.

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

Open-door policy, being able to
acknowledge everyone's opinions,
thorough research in order to provide
sound decision making.

1- Low

2

3

4

5- High

Overall Score:

44

- Would seem better suited for a non profit.
- Is passionate about helping people but that may not translate well into this line of work.

Interview Questions

Applicant Name: Jane Huggins (Deputy Director)

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
<u>Very familiar with administrative, regulatory and field laws.</u>				
1- Low	2	3	4	(5)- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
<u>Hope that the agency will be more efficient.</u>				
1- Low	2	3	(4)	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
<u>Changing careers from being in the industry into the regulatory side.</u>				
1- Low	2	3	(4)	5- High

3. As a manager, a major role you play is as a “decision maker” or “problem solver”. What process do you use to make critical decisions?

Logic, remove emotion.

1- Low

2

(3)

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Gratitude, foster a feeling of being valued.

1- Low

2

3

(4)

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Advanced Esthetics license.

1- Low

2

3

(4)

5- High

6. What are your short-term and long-term career goals?				
Goals are tied to the agency and the position the candidate will hold.				
1- Low	2	3	4	5- High

7. What have you done in your career that you are most proud of?				
Transitioning testing for the agency.				
1- Low	2	3	4	5

8. What would you have liked to do more of in your last position? What held you back?				
State Contractor Management experience is desired. More opportunities wanted.				
1- Low	2	3	4	5- High

9. What three things are most important to you in a position?

Ability to learn and grow Diversity in job tasks and a good team.

1- Low

2

3

(4)

5- High

10. What is your own philosophy of management and how would you describe your management style?

Thoroughly communicates.

1- Low

2

3

(4)

5- High

Overall Score:

24

Answers were very brief.

Interview Questions

Applicant Name: Steven McDonald (CED & Deputy Director)

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
<ul style="list-style-type: none"> ◦ Jurisdiction over the cosmetology industry and charged with the public's safety. ◦ Experience working with boards. ◦ Has regulatory experience with state agencies across the state. 20 years of government experience, municipal, state, federal. 				
1- Low	2	3	4	(5) High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
<p>Enhance the work that has been done. Work with Legislature to implement laws, work towards more transparency, hold the agency more accountable to licensees.</p>				
1- Low	2	3	(4)	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
<p>Personal: Getting divorced and learning how to co-parent.</p>				
<p>Professional: Letting an employee go (Believes in progressive discipline). Preferred to time at Treasurer's Office when dealing with 2 supervisors.</p>				
1- Low	2	(3)	4	5- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Seek information, work collaboratively, refer to staff that have knowledge and expertise. Use the talents of board and staff.

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Preferred to previous experience where he attempted to increase the level of communication and transparency to encourage buy-in from the staff.

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

Bill draft that was going to gut unclaimed property management. Gaming Board wanted to keep unclaimed property, Treasurer's Office opposed this. Could have potentially made an enemy of the Gaming Board.

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?				
To be the ED of JWCosmo and retire in the position. Build upon what the agency is doing well.				
1- Low	2	3	4	5- High

7. What have you done in your career that you are most proud of?				
Being appointed to boards and commissions and working in government since his 20's.				
1- Low	2	3	4	5

8. What would you have liked to do more of in your last position? What held you back?				
Was powerless to address inefficiencies and make them better. Was unable to implement policies and procedures for City of Las Vegas.				
1- Low	2	3	4	5- High

9. What three things are most important to you in a position?				
To lead, to have support and respect.				
1- Low	2	3	4	5- High

10. What is your own philosophy of management and how would you describe your management style?				
Collaborative work, knowing your audience and who you are working with. Willingness to learn from all parties involved.				
1- Low	2	3	4	5- High

Overall Score:

				49
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Candidate has a lot of government experience. Is familiar with bureaucracy.

Interview Questions

Applicant Name: Leah Easter (Deputy Director)

5-minute presentation				
Tell us what you know about the Nevada State Board of Cosmetology and why you believe you are a good fit.				
Has been with agency 5 years, held numerous positions dealing with compliance and contracts.				
Legal education has been extremely valuable, allowed better adherence to laws and regulations.				
1- Low	2	3	4	3- High

1. If you are hired for this position and are still here five years from now, how do you think the organization will be different?				
Would like to see more communication with all stakeholders.				
Change operating system within the next 5 years. Provide more platforms for licensees.				
1- Low	2	3	4	5- High

2. What is the most difficult decision that you have made in your career and what did you learn from it?				
Pursuing a legal education and the hardships associated with a career change.				
1- Low	2	3	4	3- High

3. As a manager, a major role you play is as a "decision maker" or "problem solver". What process do you use to make critical decisions?

Rely on the expertise of staff and utilize their knowledge and talents.

1- Low

2

3

4

5- High

4. Managing requires motivating employees as well as accomplishing tasks. Give us an example of how you have motivated your employees.

Monthly get together, allow for staff to be more connected and engaged with one another

1- Low

2

3

4

5- High

5. Tell me about a time when you solved one problem but created others? What did you learn?

The townhall resulted in attendees bringing other issues to the agency's attention that were unsolicited.

1- Low

2

3

4

5- High

6. What are your short-term and long-term career goals?				
Would like to streamline education, send more input from schools, better website, inspection checklists for businesses, implement processes that would make the agency more transparent. More volunteerism and community involvement/engagement				
1- Low	2	3	4	5- High

7. What have you done in your career that you are most proud of?				
Proud of the team that has been built.				
1- Low	2	3	4	5

8. What would you have liked to do more of in your last position? What held you back?				
Did not have the power to propel the change stakeholders wanted to see.				
1- Low	2	3	4	5- High

9. What three things are most important to you in a position?

Being able to work well with outside vendors, ability to work well with staff and have a thick skin.

1- Low

2

3

4

5- High

10. What is your own philosophy of management and how would you describe your management style?

Hire trustworthy individuals and speak to one another as a team, there is no hierarchy, work collaboratively.

1- Low

2

3

4

5- High

Overall Score:

50