

# QUESTIONS FOR MANAGERS TO USE

## MANAGER INTERVIEW QUESTIONS FOR USE DURING A NEW HIRE CANDIDATE SEARCH

### DETAILS

Candidate Name:		Date of Interview:	
Position:		Other:	

### INTERVIEW QUESTIONS

#### 1. INTRO QUESTIONS

Tell me about yourself.

Please provide us with an overview of your knowledge and experience as it relates to this role.

#### 2. POSITION SPECIFIC SKILL QUESTIONS – Create questions related to experience/skills

Create questions related to the experience and skills required for the position.

What skills have you acquired in your present job that make you the right candidate for this job?  
If you had to evaluate your performance in your present job on a scale of 1 to 10, how would you grade yourself and why?

Create Specific Skill/Experience Question

Create Specific Skill/Experience Question

#### 3. COMMUNICATION QUESTIONS

Describe a time when you had to use your written communication skills to get the point across.

Tell me about a project in which you needed to inform others regularly. How did you do this?

#### 4. TEAMWORK QUESTIONS

Going back to your last team experience, what role did you typically play on the team? Explain.

#### 5. ADAPTABILITY/ FLEXIBILITY QUESTIONS

Describe a time when you changed your mind about a critical situation. Why the change?

#### 6. PROBLEM-SOLVING AND ANALYSIS

Tell me about a task that really tested your analytical abilities.

#### 7. TIME MANAGEMENT

Tell me about a time one of your projects went off track. How did you get it back on track?

#### 8. CULTURE FIT

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# Answers For Managers

**Jianjun Gao**



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