

INTERVIEW QUESTIONS TO ASK A POTENTIAL MANAGER/LEADER FOR YOUR ORGANISATION



Identifying a good manager or leader for your business is crucial for its success and growth. The interview questions you ask should provide insights into the candidate's leadership style, problem-solving abilities, communication skills, decision-making process, and alignment with your company's values. Here are some interview questions and explanations for why they are valuable:

Can you describe your leadership philosophy and style?

Explanation: This question helps you understand the candidate's approach to leading and motivating a team. It provides insights into their values, expectations, and how they handle different management situations.

Tell me about a challenging situation you faced as a manager and how you resolved it?

Explanation: This question assesses the candidate's problem-solving skills and ability to handle difficult situations. Their response can reveal their decision-making process, conflict resolution abilities, and resilience.

How do you foster collaboration and teamwork among your team members?

Explanation: A good leader should be able to create a positive and collaborative work environment. This question helps you assess their interpersonal skills and their strategies for building effective teams.

Give an example of a time when you had to provide constructive feedback to an underperforming team member. How did you approach it?

Explanation: Effective managers need to be able to give feedback in a way that motivates and improves performance. This question evaluates their communication skills and ability to address performance issues tactfully.

Can you share an instance where you had to make a tough decision that wasn't popular with your team?

Explanation: Leaders often face situations where they must make tough decisions for the greater good of the company. This question helps you understand their decision-making process, ability to handle resistance, and commitment to the company's success.

How do you prioritize tasks and manage your time effectively?

Explanation: Time management is crucial for managers to juggle multiple responsibilities. This question assesses the candidate's organizational skills and ability to handle various tasks efficiently.

Tell me about a project you successfully led from start to finish. What strategies did you use to ensure its success?

Explanation: This question provides insight into the candidate's project management abilities, planning skills, delegation techniques, and their overall approach to achieving goals.

How do you handle conflicts within your team? Can you provide an example?

Explanation: Conflict resolution is an essential skill for any leader. This question evaluates their ability to manage interpersonal conflicts and maintain a harmonious work environment.

Describe a time when you had to adapt your leadership style to accommodate different team members' needs?

Explanation: A strong leader can adapt their approach to the unique strengths and weaknesses of their team members. This question reveals their flexibility and ability to tailor their leadership style for maximum effectiveness.

What initiatives have you taken to develop and mentor your team members for growth?

Explanation: Effective leaders invest in the development of their team members. This question helps you assess their commitment to nurturing talent and fostering a culture of continuous learning.

These questions, along with follow-up inquiries, can help you gain a comprehensive understanding of the candidate's leadership qualities, problem-solving capabilities, interpersonal skills, and alignment with your company's values and goals.

and finally don't forget...

We are here for you to answer any questions or concerns you have and to provide any help...

Good Luck!

The Team at Lucy Walker Recruitment