1. Describe a time you faced an unforeseen issue on the job and how you diffused and resolved the situation.
2. Tell me about a time when you and your team faced challenging odds. How did you keep them engaged and motivated to overcome the situation and succeed?
3. Explain a time when you had to promote an idea or project to a group. How did you go about persuading them?
4. In your last position, what was your strategy for building relationships with your team members and peers?
5. Describe a time when you had to deal with conflict with another person in your department. How did you handle it?
6. How would you describe your management style with direct reports and why do you think it’s successful?
7. What would former subordinates say about working with you?
8. Have you ever had to terminate an employee?
9. What is the one best method you use for dealing with difficult customers?
10. What professional accomplishment are you most proud of? Why?
11. What is the worst criticism that you’ve gotten over the course of your management career?
12. Why do you think you’re a good fit for this opportunity?
13. What’s your plan for making our organization better?
14. How would you describe your management style?
15. Why are you interested in our company?
16. What do you think makes you a good fit for this position? Thinking about this specific role, what aspects do you think would be the biggest challenge for you?
17. What is the most difficult thing about being an executive or manager?
18. What are the methods you typically use to evaluate an employee's job performance?
19. Tell me about a time in which you brought productive change to a company. How did you implement this change?
20. Describe a time when you had to deal with difficult or unmotivated staff.
21. Describe your experience reading and interpreting accounting and financial reports.
22. If you were hired, what would be your priorities in your first three to six months on the job?
23. What are two things you believe our company is doing well? What's one thing that you think we should change?
24. What do you look for in an employee? What behaviors and performances do you expect of an ideal employee?
25. Tell me how you have created a shared purpose among people who initially differed in opinions or objectives.
26. Give us an example of a method you have used to successfully encourage/motivate your staff.
27. How would you handle an unforeseen obstacle or a situation that resulted through a third-party, that affects your bottom-line?
28. What's your communication style?
29. Describe a time when you confronted an employee whose results were inadequate.
30. What did you do to increase company revenues at your current company?