

# Management Job Interview Questions

**Management job interview questions** are designed to explore the candidate's management-related competencies and personal management style. Popular manager interview questions are outlined with practical answer guidelines.

The manager interview focuses on six main areas of competence. These are the abilities or competencies that a successful manager displays, regardless of age, gender, industry or organization. Prepare for interview questions that explore your ability to make decisions, delegate, develop and motivate staff, communicate effectively and manage your work.

A manager interview uses behavioral interview questions to determine the candidate's level of competency in these areas. Interview questions explore personal management style. These questions look at how one relates to employees and how well they fit with the agency.

The interviewer is looking for a manager that can fit in with the team and complement the current management style of the agency. Interview may questions include:

What management style have you found to be the most effective?

What type of people do you enjoy working with?

Is there anything about your management style you would like to change?

**Management job interview questions** will include those that investigate understanding and knowledge of what management means in the context of today's changing business environment. Sample questions are:

**What do you consider to be the most challenging aspect about being a manager in business today?**

There are a number of complex challenges that managers now face including having access to fewer resources, managing more specialized and more diverse teams and having to operate within a constantly changing and highly competitive environment. Answer should relate to the knowledge the candidate has of the job, the agency and the industry.

**What are the most critical skills a manager needs to succeed in today's business climate?**

Refer back to the key behavioral competencies for a management position. Responses should relate to management tasks that are impacted on or by current economic

conditions, such as planning and executing, cost-control, developing and motivating employees and communicating and managing change.

### **What important trends have picked up in our industry?**

Candidates should respond with two or three trends that demonstrate their knowledge of the industry. Consider responses that contain technological challenges and opportunities, current economic conditions and demands and growing competitiveness.

One's approach to personal and professional development should be evaluated with manager interview questions like *What is your favorite management book?* Responses that address a list of books that the candidate has read about management can show a proactive approach to self development.

Use common job interview questions in manager interview. The intent is to use questions that will draw out and help the candidate focus on their strengths and weaknesses, their greatest achievements and their career goals.