

# Candidate Interview Questions

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- **The Most Powerful Question a Job Seeker Can Ask: *"After six months in this job, if you told me I was doing a great job, what exactly would I have done to cause you to make that statement?"***
- What are the most important skills and attributes you are looking for in filling this position?
- What would be a typical working day for this position?
- How many hours of work per week would be required to be successful?
- What is the organization structure of your department?
- How would you describe your company culture?
- What are your organizational values? How do these values influence your decision-making?
- What is your vision for your department over the next two to three years?
- What major challenges are you currently facing as a manager?
- What is your competitive advantage in the marketplace?
- What makes your company better than your competitors?
- What are the areas where your competitors are better than your company?
- Who do you consider your customers to be?
- What is your value proposition to your customers?
- What business problems keep you awake at night?
- Can you tell me more about the other people in the organization I would be working with? Can I meet with any of them before accepting an offer of employment?
- What would you consider to be exceptional performance from someone performing in this position in the first 90 days?
- What is the internal perception of pursuing further education, such as a Master's degree?
- What is your management style?
- What is your definition of leadership?
- On a scale of 1 to 10, how would you describe your leadership capability?
- What is the difference between leadership and management?
- What are some clear signs of leadership weaknesses?
- How do you typically make decisions?
- How do you implement change?
- What is your preferred method of communicating with your team?

- How do you prepare your team for projects?
- What is the difference in how you communicate with superiors vs. subordinates?
- Describe how you gain and maintain the trust of others?
- What is the quickest way for a person to lose your trust?
- How are you measured as a manager?
- What can I do to make you successful?
- How long have you been with the organization?
- What has been your career path within the organization?
- What will be the measurements of my success in this position?
- Do you have an employee stock purchase plan? Do you participate?
- Who are the primary constituencies that you are responsible to support? Shareholders? Customers? Employees? How do you make decisions which conflict with the needs of these different constituencies?
- How does the pressure of Wall Street expectations affect the short-term decision-making among managers?
- When was your last reduction in force? What caused it? How many people were affected?
- What are the organizational goals?
- What are the metrics used to measure whether or not you are achieving your goals?
- How far out into the future is the organization planning?
- How do you conduct strategic planning within your organization? How often is it done? Who participates? What is the typical planning time horizon?
- How are new strategic initiatives communicated to the organization?
- Is your department considered to be a profit center or cost center? What are the financial expectations of the department?
- Who has control over your budget? How is the initial budget amount determined?
- How are budgets made? (i.e. at a centralized location, then rolled down, or decentralized, then rolled up?)
- What is your approach with regard to the use of technology?
- Who within your organization is considered to be a thought leader within the industry? What is it about that person that makes him/her a thought leader?
- What are your concerns or questions regarding my qualifications?
- How would you compare me to the other candidates you are considering?
- What is the next step in the interviewing process?
- When asked by your supervisor (board of directors) about me, what will you say?