

# REAL LIFE INTERVIEW QUESTIONS

*From the experiences of JB Bryant*

1. What do you know about us?
2. How do your degrees relate to this position?
3. Why did you leave your previous employers?
4. How has your time in transition changed you?
5. How did you accomplish [any achievement listed on the résumé]
6. What has been your greatest achievement in your career?
7. How are a stopwatch and spaghetti sauce different? How are they similar?
8. What is your biggest regret or mistake?
9. As you think about your favorite boss or leader in your career, what did you most like?
10. Describe a time when you reorganized a department or changed responsibilities. How did you do it?
11. When you start at a new company, how do you build new relationships and learn the ropes?
12. Describe the most important hero or role model in your life.
13. What are your salary expectations?
14. Is it necessary for a manager to be an expert in the field?
15. What are your greatest areas of expertise?
16. How do you believe unethical behavior of managers affects organizations?
17. What would you do if you had a brick?
18. Tell me about yourself?
19. Do you enjoy being in charge?
20. Why are you seeking employment?
21. What did each of your employers do?
22. What did you do for each of your employers?
23. How many people did you supervise at each employer?
24. Why did you leave each employer?
25. How long have you been looking for a job?
26. What draws you into [this field of work]?
27. Please tell me about your prior experience?
28. What types of customers have you served at various employers?
29. Tell me the most satisfying aspects of your work?
30. How important is it to have a strong value system?
31. What do you value?
32. How do you help others become aware of your values?
33. What changes do you see in the industry 8-10 years from now?
34. Why should I hire you?
35. How do you develop good relations with your employees?
36. How do you develop good relations with customers?
37. How do you determine to whom you will delegate responsibilities?
38. What have you found to be the best way to communicate with those you supervise?
39. What have you found to be the best way to communicate with customers?
40. How did you transition from your non-business related degree into business?
41. What can you tell me about good decision makers?
42. Is it important to have jobs clearly defined? Why do you answer as you do?
43. Please give me an example of how well you are organized?
44. When you finish your career, what would you like to have been your greatest contribution?
45. What are your most effective leadership qualities?
46. One of your coworkers/employees is the recipient of everyone's criticism. What do you do?
47. What are priorities to be ready for the year 2018?
48. Is it important for a manager to be seen as a positive person?

Continued on the other side →

49. How have you used the talents of some employees to strengthen other employees?
50. What is a good listener really like?
51. Do you want harmony between all groups in the organization?
52. How do you get people to work together?
53. What 5 words or phrases would coworkers, employees or customers use to describe you?
54. A customer claims that one of your employees is rude and insensitive. What do you do?
55. What are some basic personal qualities you would look for in employees?
56. How do you discover traits of new or potential employees?
57. Why do you think some managers seem to be constantly dealing with crises?
58. Where is customer satisfaction on your list of priorities?
59. How does a company ensure customer satisfaction?
60. How often do you expect to be formally evaluated by your supervisor?
61. What should be included in your performance evaluation?
62. How do you get ready to hold a meeting or conduct a presentation?
63. What can concerned managers do to change unethical behavior?
64. How important is it to stay up-to-date with industry changes and how do you do that??
65. Do you want those you supervise to like you? If not, why not? If so, why is it important?
66. Do you want your company to provide continuous growth opportunities for your employees?
67. If you want to hire an effective communicator, how would you discover whether they are?
68. How much do you want to know about the person under my direct supervision?
69. You're with a customer. An employee interrupts with an urgent situation. What do you do?
70. What is the difference between treating people equally and treating them fairly?
71. Why are you applying for this job?
72. Why would you like to work for our company?
73. How often were you absent from your last job?
74. Why have you been out of work for so long?
75. What minimum salary are you prepared to accept?
76. How much salary do you feel you are worth?
77. How do you feel about being told what to do?
78. How long do you expect to work here if you get the job?
79. Describe yourself in one word?
80. What are your strengths?
81. What is your major weakness?
82. What are your short-term goals?
83. What are your long-term goals?
84. Can you work under pressure?
85. How long will it take you to contribute value after you start?
86. What did you think of your last boss?
87. What did you think of your previous co-workers?
88. What did you dislike about your last job?
89. How would you describe your personality?
90. What geographic locations are desirable for you?
91. If you become manager of a department that is doing poorly, what will you do?
92. Why are you here?
93. How do you collect, analyze, communicate and improve customer satisfaction data?
94. What was the volume of cases/projects that your teams have handled?
95. Give me a cross-section of the types of problems you or your people solved?
96. What do you do to get employees to commit to the company?
97. How do you discover what your reports are thinking and feeling?
98. How do you manage under achievers?
99. How do you manage high achievers?
100. What types of value does your philosophy of management add to the organization?