

Supervisor Interview Questions

March 21, 2013

1. As a leader you must understand the strengths and weakness of those you work. Describe how you have nurtured your co-workers strengths and managed their weakness?
2. What do you do when you know you are right and others disagree with you?
3. Describe three components of your philosophy of management that demonstrate what you value and add, as an individual, to an organization's culture and work environment.
4. What are the most important qualities you will use from being a dispatcher to being a supervisor?
5. What policy/Administration decision over the past 3 years would you change, how would you change it and why?
6. If promoted, what are some of the new challenges you would have to deal with?
7. How do you handle unpopular management decisions?
8. When delegating a recent assignment, describe how you ensured that it would be completed successfully and showed your confidence in the person's ability to do the job?
9. How do you proceed when you need to make a decision and no policy exists?
10. All leaders have to deal with conflict situations. Describe a recent disagreement or conflict you personally had to handle.
11. Tell me about a time when you had to give someone difficult feedback. How did you handle it?
12. Describe how you would handle a situation if you were required to finish multiple tasks by the end of the day, and there was no conceivable way that you could finish them.
13. Tell me about a time when the going got really tough. How did you rally the staff and build morale?
14. What has been your approach for bringing individuals on board who may be resistant to change?
15. What are the factors you feel are most important for a team to work effectively?
16. Describe the worst decision you ever made and how you corrected it?
17. If selected for this position, can you describe your strategy for the first 90 days?