Interview Questions

Interview questions should be different based on the specifics of the position, and you want to make the interview(s) as conversational as possible, while maintaining structure.

For everyone

- ❖ *What are you proud of?*
- ❖ *Tell me about a day you came home and beamed the whole way.*
- ❖ *Tell me about a day you came home and questioned yourself.*
- ❖ *When do you find yourself getting lost in your work?*
- ❖ *When you need help, how do you go about getting it?*
- ❖ *What mistake will you be sure never to make again? What mistake do you keep making over and over again?*
- ❖ *What is a recent mistake you made and what did you learn from it?*
- ❖ *What is something you are currently working on improving? How are you going about improving it?*
- ❖ *What is something you have realized you are just not ever going to do very well?*
- ❖ *What is a piece of feedback you have implemented? What is a piece of feedback you ignored?*
- ❖ *What is something that is not on your resume that you think would be helpful for us to know?*
- ❖ *If you had to give a 30 minute presentation on something without any time to prepare, what would you choose and why?*
- ❖ *If you had $50,000 to change one thing at the workplace, how would you spend it?*
- ❖ *What professional development opportunity helped you grow the most? What about that made it so impactful?*
- ❖ *What has been your best experience working with a supervisor so far? What made it so great?*
- ❖ *What are your favorite books, podcasts, blogs, websites, or other resources in the field?*
- ❖ *What do you see as some of the greatest opportunities for growth in this field?*
- ❖ *Are you interested in becoming a supervisor? Why or why not?*
- ❖ *What do people most often ask for your advice or help on?*
- ❖ *What do you wish you knew when you were just starting out in this field?*

For supervisors

- ❖ *What motivates you to be a supervisor?*
- ❖ *What do you see as the main functions of your role as a supervisor?*
- ❖ *What is your vision as a team leader?*
- ❖ *What do you find rewarding about supervising others? What do you find most challenging?*
- ❖ *When was the last time you had to have a difficult conversation with someone on your team? What was successful about that? What would you do differently next time?*
- ❖ *What gifts do you bring to your role as a supervisor?*
- ❖ *What do you think your role is in intervening in conflicts between team members?*
- ❖ *What is your strategy in investing in your team's development?*
- ❖ *How do you balance your role and responsibilities with your team and with those above you?*
- ❖ *Which staff seem easiest for you to work with? Which staff do you struggle with?*
- ❖ *How do you work on confronting your biases?*
- ❖ *How do you ensure that multiple voices and perspectives are welcomed and valued?*
- ❖ *What about supervising do you think is flexible? What do you think is not?*
- ❖ *What would be great about having a team of people just like you? What would be challenging?*
- ❖ *How do you approach team building?*
- ❖ *How do you balance making sure everyone feels appreciated and recognizing staff who perform at a higher level than their peers?*
- ❖ *How do you use coaching skills with your team?*
- ❖ *How many meetings is too many meetings?*
- ❖ *Tell me about a time that you led by example.*
- ❖ *What is something that surprises people about you?*
- ❖ *What has changed about you since you started your career? What has stayed the same?*
- ❖ *If you could go back to your new supervisor self, what would you say?*
- ❖ *What do you wish you knew when you first became a supervisor?*
- ❖ *How have you invested in your growth as a supervisor? What has worked for you and what hasn't?*
- ❖ *How do you define or describe team-building and how do you go about enhancing it?*
- ❖ *How do you go about delegating?*
- ❖ *What is your most effective time management strategy?*