

Interview Questions For Supervisor

A. General Questions for Supervisors

1. What do you think are the essential qualities of a good supervisor?
2. What job responsibility expectations do you have for the role of a supervisor?
3. What are your top three factors for improving teamwork and success?
4. What salary or pay do you expect from this position?
5. When would you be available to start this position?
6. How long have you worked as a supervisor?
7. Why do you think you're the best candidate for this role?
8. Why did you leave your last position?
9. Where do you see yourself in five years?
10. How would you describe your personality?
11. How many hours per week can you commit to this position?
12. How would you describe your management skills?
13. Describe the toughest challenge you've faced at work and how you overcame it.
14. How do you solve conflict on your team?
15. Is there anything you would change about supervisor roles in our organization?

B. Experience-Related Question

1. How would you describe your management or leadership style?
2. What are your strengths as a supervisor?
3. When evaluating a team member's performance, what factors do you consider?
4. Describe your planning process.
5. In what work environment have you achieved the most success?
6. Have you ever fired, furloughed, or laid off an employee?
7. How do you welcome and acclimate new employees to your team?
8. How do you delegate work?
9. How do you lead by example for your team members?
10. Do you form personal relationships with subordinates outside of work?
11. How many people have you supervised in the past?
12. In previous supervisory positions, what have you done to cut costs?
13. Have you taken part in contract negotiations?
14. What type of equipment or software do you have experience using?
15. What do you consider the main challenges for a first-time supervisor?
16. What will you do if any of your equipment stops working?
17. How will you help your Co-workers?

C. Hard Questions

1. Describe a time you introduced an important change to your team in your last supervisory role.
2. Describe a time when you coached or trained an employee to complete a task.
3. What skills and experiences in your past positions prepared you for this specific supervisory role?
4. Describe the toughest challenge you've experienced as a supervisor and how you overcame it.
5. Is there anything you would change about the supervisory positions in our organization?
6. Describe a situation where you felt you needed help to meet a supervisory challenge.
7. Describe a time when you struggled to communicate a message to a team member and how you overcame it.
8. Describe a situation where you let your personal life affect your job and how you resolved the issue.
9. Describe a time when you disagreed with the opinion of a team member and how you handled the situation.
10. Describe a time when you made a mistake or mishandled a situation and how you made up for it.
13. Describe your management philosophy.
12. Describe your most notable achievement in your last position.