



Interview Prep for Managers and Leaders

An interview for a manager/lead position will consist of questions about your experience, management/leadership style, what you've accomplished in the past, and what your expectations are for the future.

When answering questions, it will help if you share anecdotes and specific scenarios from your previous work experiences. Keep in mind that you will most likely be asked about your ability to lead groups, delegate tasks, and perform related duties, and to be able to adapt that to the specific role and responsibilities. If you have academic/extracurricular activities that support your experience for the role, it's definitely okay to share that too.

Keep in mind, most interviewers will focus on two distinct aspects of the managerial experience - **whether you get results and how well you deal with people**. Both are equally important. And it's important for you to showcase examples of both of these skill sets.

Common Themes to Expect:

These questions will usually be divided into the following categories:

- A. About management**
- B. About employees**
- C. About your skills and qualifications**
- D. About you**

15 Example Questions

Management Experience:

What do you expect from a manager/team lead?

- a) Be specific
- b) Keep it positive as you highlight what you have found to be good management/leadership qualities

What was it like working for your manager?

- a) Avoid criticism of former managers at all costs
- b) Keep your answer upbeat.

Describe your management style.

Employee Interaction:

Describe how you handled a problem employee.

- a) Give an example
- b) Use the STAR (**S**ituation, **T**ask, **A**ction, **R**esult) method to elaborate

How do you manage stress among your team members?

How do you handle conflict between team members?

Skills and Qualifications:

What strategies would you use to motivate your team?

- a) Provide an anecdote
- b) Highlight results
- c) This is often where you can share your leadership style

Why should we hire you?

- a) Try to describe at least five qualifications that you would bring to the position, quantifying them with percentages if you can.

How would you delegate tasks to your team?

About You:

How do you define success?

- a) Be specific

What motivates you?

- a) Focus on people skills
- b) Highlight results

What do you find are the most difficult decisions to make?

- a) Be specific
- b) Common difficult decisions for managers include hiring and firing decisions, budget cuts, and promotion decisions.
- c) i.e. Tell me about a time you had to let an employee go?

How do you cope with multiple deadlines at the same time?

What is your biggest management/leadership weakness?

How do you handle Disaster Recovery?

Blog Posts for Managers and Leaders

Check out these articles from our blog – they may be useful for you in preparing for your interview processes and beyond 🎉

- o [Client Happiness Vs Development Realities: How I Strike the Balance](#)
- o [The Secret Sauce of Technical Leadership](#)
- o [Reflections of a Former Developer Trying Hard Not to Be Called a Manager](#)
- o [Leading a Team – A Short Introduction to CHAOS](#)
- o [Dean Broadley, Designing Humans: Why Self-Awareness Builds Better Tech](#)
- o [How to Win on Both Sides of Mentorship](#)
- o [Mentoring Diverse Groups by Building Strong Relationships](#)
- o [Using Mentorships to Power-Up Continuous Learning](#)