

## Management Interview Questions

Use the following list of questions as a guide to help you ask the most relevant questions to the practice during an interview for a management position.

During the interview, pay close attention to how the candidate responds.

- Is their communication clear?
- Are they answering the question you asked?
- Do they maintain good eye contact?

### Questions

**Can you tell me about your management style?**

- Establish how the candidate views themselves as a leader

**What would you want to accomplish within your first six months of employment?**

- See how their plans align with the practice and understand their approach

**Can you give me an example of a time you had to motivate your staff?**

- To figure out whether they have the right skills and methods to motivate the entire staff

**How would you increase communication across departments?**

- To learn more about how they handle specific incidents that contribute to practice productivity

**What is your strategy for increasing revenue for a practice?**

- Helps us determine whether they have the skills and experience to generate revenue

**Can you tell me about the most difficult experience you encountered as a leader?**

- Shows us if they have actual experience – they must describe a specific incident

**What is the most challenging aspect of the job for you as an executive?**

- To see how they overcome the challenges of leadership

**How would you approach an employee about poor work performance?**

- To determine how they would motivate an employee to improve

**How would you describe our practice?**

- To determine what research the candidate has completed on the practice

**Why do you want to be a leader in our company?**

- To understand whether their professional values align with the values necessary to lead the practice

**What metrics do you consider the most important when conducting performance evaluations?**

- Shows what traits they value in employees

**How would you sell an idea to your team?**

- To see how they would approach a situation where persuasive skills are needed

**What is the most satisfying thing about being in a leadership role?**

- To understand more about them as a person and why they enjoy being a leader

**What would you do to help improve workplace culture?**

- To learn more about the candidate's leadership strategies and culture building skills

**How would you address employee complaints about practice procedures?**

- To determine whether they can adequately resolve employee issues

**How would you ensure a successful employee onboarding process?**

- To determine how they would help new employees adjust and train for their role