

Supervisor Interview Questions

Interviewee: _____

Interviewers: _____

Date: _____

1) Tell us about your history and experience with RVCDS? How would you use that experience in the role of supervisor? (*Passionate/Committed, Experienced/Confident/Competent, Critical Thinker/Resourceful, Knowledgeable*)

2) What would you say is your greatest strength and how would you use it as a supervisor? (*Experienced/Confident/Competent, Critical Thinker/Resourceful*)

3) What is one thing that you discovered on your own that worked well, or made your job easier? How did you share the information with others? (*An Effective Mentor/Trainer, Efficient/Organized/Well Prepared, Supportive of Personal and Professional Development*)

4) Name something we could do to improve teamwork among the case managers. Name something we could do to improve teamwork among the case managers and the training team. (*Passionate/Committed, Critical Thinker/Resourceful*)

5) Name two things we could do improve employee morale. (*Supportive of Personal and Professional Development, Respectful, Trustworthy/Approachable*)

6) What do you feel are the most important values or characteristics of a leader? (*Experienced/Confident/Competent, Knowledgeable*)

7) Tell us what you feel would be your biggest challenge if you got the position and what actions you would take to overcome it. (*Effective Communicator, Critical Thinker/Resourceful*)

8) Leaders have to deal with conflict on a daily basis. Tell us about a recent disagreement you personally had to handle. (*Respectful, Accountable/Decisive/Responsible*)

9) Tell us about a recent decision you made that turned out to not be the best choice. What could you have done differently?

(Experienced/Confident/Competent, Accountable/Decisive/Responsible, Critical Thinker/Resourceful)

10) Tell us about a time when you had a large assignment or task that you delegated. How did you ensure it was completed successfully?
(Experienced/Confident/Competent, Efficient/Organized/Well Prepared, Accountable/Decisive/Responsible, Effective Mentor/Trainer)

11) When evaluating an employee's performance, what factors are most important to you? ***(Effective Mentor/Trainer, Passionate/Committed, Accountable/Decisive, Responsible)***

12) Why do you want this position? ***(Effective Communicator, Passionate/Committed)***

13) Which supervisor position do you feel you would be better suited for and why?
(Effective Communicator)

14) You receive the promotion. Your friend also applied, and now she is mad at you because she did not receive it. How do you handle it? (*Respectful, Trustworthy/Approachable*)