

Sample Supervisor Interview Questions

When hiring for supervisors, assessing the candidate's leadership skills, problem-solving abilities, and management style is critically important. Here are 11 key questions to ask during the interview process:

Leadership and Management Style

- What do you consider to be the most important qualities in a successful supervisor, and why?
- Describe your management style and how you adapt it to different situations and teams.
- What strategies do you use to motivate and engage your team members?

Handling Challenges and Conflicts

- Can you share an example of a challenging situation you faced as a supervisor, and how you handled it?
- How do you handle conflicts or disagreements within your team, and what steps do you take to resolve them?
- How do you handle underperforming employees, and what steps do you take to help them improve?

Communication and Team Environment

- How do you ensure clear communication and transparency within your team?
- What strategies do you use to foster a positive and inclusive work environment?
- What do you see as the biggest challenges in this supervisory role, and how would you approach them?

Projects and Planning

- Can you share an example of a project or initiative you led as a supervisor, and what was the outcome?
- If hired, what will be your top priorities for the first 60 days? How will you assess the team and spot opportunities for improvement?

