



People Management Sample Interview Questions Databank

These themes cover various aspects of people management, from leadership style to employee development and change management, and should help candidates prepare for interviews for management roles.

Leadership and Management Style:

1. Tell me about your management style. How do you lead and motivate a team?
2. How do you prioritize tasks? How would you delegate responsibilities among your team members?
3. How would you stay up-to-date with industry trends and best practices to ensure your team's success?
4. What do you believe are the key qualities of a successful people manager, and how do you embody these qualities?
5. Can you provide an example of a time when you had to adapt to a significant change in your organization and lead / coached / advised people through it?

Teamwork and Collaboration:

1. What strategies would you use to foster teamwork and collaboration among your team?
2. Have you ever had to address conflicts within your team? How did you handle them?
3. Imagine you have a team of 10. They are at different levels, different capabilities, different tenures, different performance level. How would



you handle employee development and career progression within this team? What tools / frameworks would you use to ensure fairness?

4. How would you handle tight deadlines and high-pressure situations while maintaining team morale and productivity?
5. What approaches would you take to ensure diversity and inclusion within your team and organization?

Performance Management:

1. Describe your experience with performance evaluations and providing feedback from the receiving side. What stands out to you as a positive experience? How do you think a good manager handles performance management?
2. Can you share an example of a challenging situation with a colleague you've faced in the past and how you handled it?
3. What methods do you use for setting goals and measuring your performance?
4. How would you handle underperforming team members, and what steps would you take to help them improve?
5. How would you manage high performing team members, what steps would you take to help them stretch and stay satisfied with their remit?

Employee Development and Retention:

1. What strategies would you use to retain top talent and reduce turnover within your team?
2. Tell me about your communication style and how you ensure effective communication within your team.
3. Can you share an example of a successful project or initiative you led and the results achieved?



4. Do you have experience with remote or distributed teams? How do you ensure their success and engagement?
5. What would you do if an employee who is new to the team told you they are leaving?

Change Management and Adaptability:

1. Describe your experience with recruiting and onboarding new team members.
2. Tell me about a time when you had to make a difficult decision that impacted your team.
3. How do you deal with change?
4. What do you say to junior colleagues when they are feeling ambiguity and nervous about a change?
5. Have you gone through any reorganizations? What is your approach and how would you lead a team through one?