**Questions To Assess Management Potential:**

1. What is your personal definition of management?
2. Why do you want to manage other people?
3. Have you ever been in a management or supervisory position before this one? If yes, how did that go? If no, why not?
4. If I polled previous co-workers about your management potential (and or impact), what would they say and why would they say it?
5. If I asked people who know you well personally whether a management position suits your personality, what would they say and why would they say it?
6. Do you consider yourself an empathetic person? Please provide an explanation ether way?
7. Do you consider yourself a positive person? Please provide an explanation ether way?
8. Doe spending time in groups with other people sap your energy or give you energy? Please explain?
9. Who have been your management roles models? What were the biggest lessons you took away from them?
10. Have you ever worked for a poor or bad manager in the past? If yes, please explain why and the impact this had on you?
11. How would you describe your communication style? What would those who know you the best say?
12. What is (or would be) you approach to motivating other people? Is this only theoretical or have you applied this thinking in other situations (professionally or personally)? If you have applied your ideas previously, how did it work and please provide concrete examples?
13. What is your approach to conflict management? Walk me through three specific examples where you have dealt with conflict successfully?
14. How do you handle it when other co-workers or colleagues make a mistake? How do you respond when you make a mistake?
15. How to you handle the pressures of having too much to do and not enough time to do it in?
16. What is your personal approach to time management and planning your work?
17. In what type of a work environment do you thrive? When have you struggled with a work or organizational culture?
18. Please provide a definition of what the word “accountability” means to you? How have you applied this to your career to date?
19. Please provide a definition of what “professionalism” means to you? How have you applied this to your career to date?
20. How would you approach the first two weeks in your role? How about the first 90 days?
21. How much professional reading do you do outside of work? Please share something you’ve learned recently?
22. When we look back on the management legacy you’ve had in this and potentially other management roles years from now, what do you want to be saying? What do you want others to say about you?