

The Top 10 Questions You Can Expect To Be Asked At An Interview For A Top Management Position



Christian Tegethoff
Managing Director
CT Executive Search

Whether you are applying for an entry-level job or are being invited to fill a position in senior management, everyone gets to sit on the other side of the interview table.

So what questions should you expect when being interviewed for a senior level position?

CT Executive Search specializes in the recruitment of candidates to executive positions in Europe, Middle East, Asia and Africa. Hence, many of our recruitment experts are often approached by potential candidates looking for advice on what to expect during the interview process.

So here is a list of the most likely questions you should get ready to answer when applying for an executive position.

THE TOP 10 INTERVIEW QUESTIONS

1. What is your management style?
2. How do you prefer to interact with your team? What communication style do you prefer to use?
3. Have you dealt with a difficult team member before? How did you handle the situation?
4. Have you ever had to let an employee go? Why? How did you do it?
5. How do you assign tasks to your team and manage their performance?
6. How do you motivate your team members? Do you think that team motivation is important?
7. Are deadlines important to you? What do you do if a member of your team isn't meeting a set deadline?
8. Tell us about a major project you have handled from onset to completion. Did you meet your target? Did you exceed it? What were the major indicators defining the project's success.
9. What would you say is your biggest professional achievement? Why?
10. Do you have experience in budget management? What is the biggest budget you've had to handle?

Most of the questions focus on managerial competences of the person applying for a senior level position, because that is usually 70 - 80% of the job requirement.

There is no set answer to any of the questions. Each company has its own management style that is industry and even country specific.

Industry specific examples

- Pharmaceutical companies, law firms, oil and gas and consulting companies usually have a more formal approach when it comes to management and internal communications. Structure and hierarchy are important to them.
- Start-ups, IT companies and marketing agencies place more emphasis on team work, motivation and a more formal or modern (for example WhatsApp, Trello, Asana) approach when it comes to internal communication.

Country specific examples

- European and American companies place a lot of emphasis on employee motivation and satisfaction, linking it directly to the overall success of the company.
- It is not unexpected to come across companies in the emerging markets that prefer a hierarchical system, which expects its employees to respect senior members and focus on performance, with severe repercussions for insubordination.

It is important to learn more about the company prior to the interview to see if you are a right fit for each other.