



## Interview Questions For Hiring Managers

RRG provides this partial list of questions to help prepare you for your interview. During the interview, you will learn whether or not you like the candidate and will decide whether or not the candidate is the right person for the position—not only in qualifications, but if they're a good fit with the organization's culture.

You will probably ask these questions in a different way, with different words. If you ask these questions, you should be ready for the ultimate question: *Why should we hire this candidate?*

1. Why do you want to work for us?
2. What attracted you to work for a nonprofit?
3. What do you know about the history and mission of this organization?
4. How will hiring you advance our mission?
5. How much do you know about the job requirements?
6. Knowing what this job entails, how will you measure success?
7. Where will this position lead you? How will it help achieve your goals?
8. What attracted you to this particular position?
9. What do you bring to the table that someone else can't?
10. What's your definition of job satisfaction? How will this position fulfill that?
11. What is the difference between a non-profit and a for-profit institution?
12. Why are you leaving your current position?
13. What are your major strengths and how will they help you in this position?
14. Are you an independent worker, or do you prefer to work as a team? Give an example
15. Are you active in outside groups and organizations? Why? Which ones?
16. What kind of community service have you done or do you do?
17. How have you represented your previous employer in the community?
18. What are your most successful or rewarding professional accomplishments?



19. What responsibilities did you have in your previous position? What did you like the best/least?
20. Do you believe you are innovative? Can you tell me why?
21. What kind of management/supervisory experience do you have?
22. What is your management style? (Autocratic? Participatory? Consensus? Other?)
23. How would the people you have managed describe you as a manager?
24. How would your co-workers describe you?
25. How would your previous boss describe you?
26. Have you had experience bringing people or groups to consensus?
27. What is your opinion of consensus style management?
28. Are you available to work outside of the traditional 40-hour work week? Explain
29. How would you describe your personality?
30. How do you overcome objections from clients? Fellow workers? Management?
31. What are your biggest motivators?
32. Do you consider yourself a leader? Explain.
33. Would you describe yourself as responsible? Explain.
34. What other positions are you considering?
35. What annoys you in general?
36. What books do you read?
37. Describe the perfect vacation.
38. Do you have hobbies or play sports?
39. What is your current salary/compensation package? What are you looking for in this position?
40. Why should we hire you?