

# **Good Manager Interview Questions And Answers Guide.**



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# Good Manager Job Interview Preparation Guide.

## Question # 1

How to be a Good Manager?

### Answer:-

There's a hierarchy of management in every large organization that keeps the whole operation running smoothly. A good manager is able to blend into the background, changing small things here and there to great effect. Being a good manager is about leading by example. It's one of the toughest jobs out there in part because you have to manage other people's expectations and also one of the least acknowledged. Despite this, there are several tricks of the trade that will help you successfully manage all your responsibility, in style and with verve.

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## Question # 2

How to motivate employees?

### Answer:-

Ask the employees how they're liking their job on a regular basis. Encourage them to be honest with you. Then take action based upon what they tell you. Offer perks that your employees will value. If health is important to them, give them time to go to the gym and work out. If their family is important, respect the time they may need to send their kids off to school in the morning or pick them up in the afternoon.

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## Question # 3

How to make employees or seniors feel good?

### Answer:-

1) In a meeting with your boss, for example, mention something one of your workers did well. If your boss happens to mention to that worker that you said something good about them, they're likely to feel that you appreciate them and made the effort to put in a good word. That sort of compliment doesn't go unnoticed.  
2) Privately laud what your employees do well. Tell them when you have a moment. Go into detail. A private chat, however short, can have a positive impact on morale, resulting in more self-motivation.

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## Question # 4

How to tell employees that how much you appreciate them from time to time?

### Answer:-

Just go out and say it. Ask them out for a cup of coffee and tell them what you appreciate about them.

- \* They're a hard worker
- \* They effectively motivate other people
- \* They're easy to coach
- \* They're disciplined or go the extra mile
- \* They always cheer you up, etc.

Don't mince words just tell them straight out. An employee who knows just how much they are appreciated will work harder, enjoy what they do more, and pass that psychic happiness along to other employees.

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## Question # 5

How to setting goals?

### Answer:-

Don't be the kind of person who never shoots for the moon. Staying measured in your goals doesn't mean that you should always play it conservative, never setting high goals. A manager who never punches above her weight can come across as lacking ambition. Even the conservative poker player knows they need to go 'all-in' from time to time.

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## Question # 6



What you think about the idea of "Under-promise, over-deliver"?

**Answer:-**

This idea can apply to several different areas of life, but it's a great managerial mantra. Do you want to be the kind of person who has wildly optimistic goals that they never meet, or do you want to be the kind of person who sets measured goals and ends up exceeding them by leaps and bounds? Although this is about image, image is extremely important.

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**Question # 7**

How to make sure each employee knows what's expected?

**Answer:-**

Having concrete goals empowers your employees and keeps them focused on work. Explicitly outline what you expect, when the deadline is, and what you'll do with the results.

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**Question # 8**

How to offer goal-oriented feedbacks?

**Answer:-**

Meet in small teams or one-on-one, and go over your comments in detail. Set up a schedule for feedback. Offer it regularly so that your employees know when to expect it and can make space for it in their workflows.

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**Question # 9**

How to hold yourself as manager to the highest standards?

**Answer:-**

We all know the kind of manager who constantly shouts or bitterly complains when mistakes are made but gives himself a 'pass' when he fails. Don't be this kind of manager. Ideally, be harder on yourself than you are on your employees. This can have a trickle-down effect: Employees see the types of goals and standards you set for yourself and want to emulate you because they look up to you.

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**Question # 10**

How to delegate responsibilities?

**Answer:-**

1) Always try to Start small. Give people tasks that, if performed incorrectly, can be fixed. Take the opportunity to teach and empower your employees. Then gradually give them tasks with greater responsibility as you come to understand their strengths and weaknesses.  
2) Learn how to anticipate any problems they might have so you can coach them properly before they begin.

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**Question # 11**

Why manager should assign tasks that will stretch employees?

**Answer:-**

As your workers begin to take on more responsibility and demonstrate that they're capable, give them tasks that will expand their skills and help them take more ownership of their work. Not only are you finding out how much your employees can handle, you're making them more valuable to the company.

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**Question # 12**

What to do when employee make mistakes?

**Answer:-**

Suppose when one of your underlings employee makes a mistake, don't lord it over them, assume the mistake as your own, even if it isn't technically yours. What you're doing is creating a culture where your employees feel comfortable making mistakes. This is a very important concept:

Doing this allows your employees to innovate and, ultimately, to learn or grow. Workers who learn from their mistakes will grow to become better workers; those who fail to make mistakes in the first place usually play it too safe, never venturing out into deep water.

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**Question # 13**

Why manager shouldn't take credit for employees' achievements?

**Answer:-**

Let them take credit for their own achievements. This motivates them to continue to chase after success. The successful manager is like a conductor. He orchestrates the music so that each element sounds as good as possible and resonates with the group as a whole. A great conductor will lead by example, blending into the background.

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**Question # 14**

How to acknowledge own missteps?



### **Answer:-**

Suppose when things don't turn out the way which you expected, recognize what you could have done differently and verbalize this realization to your employees. This shows them that you make mistakes too, and it also shows them how they should handle their own mistakes.

Whenever you're doing something correctly after having done it incorrectly in the past, let whoever is watching know. For example: "The reason I know to press this button is because this happened to me when I first started out, and I made the mistake of pressing the blue button, thinking 'This will shut down the system, which should resolve the issue' and I found out" the hard way "that it makes the issue even worse!"

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### **Question # 15**

How to communicate effectively?

### **Answer:-**

1) Don't be one of those managers who inadvertently makes an employee feel like they're bothering you when they bring up a question or concern. Instead of seeing it as another crisis to manage, look at it as an opportunity to show your employee how much you want this organization to be a fulfilling place to work.

2) Never minimize or dismiss the concerns of your employees, and always make sure that you've answered their questions completely.

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### **Question # 16**

Why manager should keep the door open?

### **Answer:-**

Always remind people that if they have any questions or concerns, you're ready and willing to listen. Maintaining an open channel of communication will make you aware of problems quickly, so that you can fix them as soon as possible.

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### **Question # 17**

Can manager take interest in his employee?

### **Answer:-**

Don't make every interaction with your workers strictly business. Ask after their well-being, chat with them about yourself, and establish a personal connection.

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### **Question # 18**

How manager take interest in his employee?

### **Answer:-**

Being in-tune with your employees' lives outside the office can potentially alert you to times when that person needs extra consideration from you, for instance if he or she requires sudden time off for a family funeral. If you can be accommodating about upheavals in the personal lives of your workers, they'll feel good about rewarding you with loyalty.

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### **Question # 19**

Can manager take interest in his employee personal matters?

### **Answer:-**

Know your boundaries. Don't overstep and ask your employees about anything too personal, such as religion, politics, or personal relationships. You can keep up a friendly rapport without being invasive.

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### **Question # 20**

What kind of feed-backs can manager give, positive or negative?

### **Answer:-**

Say you're giving your employee feedback in a performance review. You start off by mentioning how great the employee is to work with, and note one or two additional things they've excelled at. Then you launch into an extended itemization of their deficits "sales were down this quarter," "revenue slipped," etc.

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### **Question # 21**

What are the effects of positive and negative feedbacks?

### **Answer:-**

When you mix positive and negative feedback, both areas suffer. The positive becomes overshadowed by the negative, and the negative doesn't carry the full force of its potential impact. Of course, there may be situations where you'd want to communicate this, but on the whole it makes communication less effective.

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### **Question # 22**

Should manager listen his employee or not?

### **Answer:-**

Listen to what your employees and coworkers have to say. You don't always need to be the driver of meetings, keeping others out by dominating the podium. Always make a sincere effort to listen,



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### **Question # 23**

How to put the idea-sharing into a stranglehold?

#### **Answer:-**

When employees are actively sharing ideas. Don't butt in and talk just to make sure your voice is part of the mix. This can put the idea-sharing into a stranglehold.

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### **Question # 24**

What kind of work environment is necessary?

#### **Answer:-**

When emotions are turbulent. Let people voice their emotions in a safe, controlled environment. Stifled emotions can turn into resentment, eroding your working relationship. Similarly, emotions that are not adequately dealt with can interfere with rational discussion, which should be the mainstay of your work environment.

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### **Question # 25**

Describe a technique when you're not exactly sure what the other person is saying?

#### **Answer:-**

A good manager is not only strives to make herself clearer, but also strives to understand what those around her are saying. You can do this by repeating what the other person has said as a part of your conversation. Use this technique when you're not exactly sure what the other person is saying.

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### **Question # 26**

How to clarify what you're hearing?

#### **Answer:-**

Instead of asking your co-worker "I'm sorry, can you repeat what you just said? I'm not sure I understood." say something like "So you're saying that we could drive up productivity by offering more meaningful incentives. What might that look like in the flesh?"

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### **Question # 27**

How to ask questions as manager in meeting?

#### **Answer:-**

Intelligent questions show that you can follow the flow of the conversation and clarify when necessary. Don't be afraid to ask questions because you're worried about appearing "stupid." Effective managers care about understanding what's important; they don't care about how they get there. Know, too, that others will probably have questions and may not ask. If you ask their question for them, you can act as a facilitator and build your team's engagement level. That's the true mark of a manager.

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### **Question # 28**

How can manager treat everyone equally?

#### **Answer:-**

The tendency is to give more positive recognition to the people who remind us of ourselves somehow and who actually like us, rather than to the people who make the biggest contributions to the organization. In the long run, it's people in the latter group who will make the most progress in achieving the organization's goals, so monitor your own behavior carefully and make sure you're not accidentally short-changing them, even if they give you the impression that your positive regard doesn't affect them. Some people shy away from positive feedback but appreciate it nonetheless.

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### **Question # 29**

What is the key of successful management?

#### **Answer:-**

A key to successful management is the relationship between the manager and his or her staff. It's the manner in which managers manage people that separates the ordinary from the good and the exceptional.

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### **Question # 30**

How you treat with your employees?

#### **Answer:-**

If you're good to your workers and they're happy with their jobs, they'll pass that kindness on to customers and invaluablely bolster the image of your company. Or, they'll do the same for their employees and maintain a positive corporate culture.

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### **Question # 31**

On what good relationships are based?



### **Answer:-**

Good relationships are based on trust, commitment and engagement, and a good managers essential role is to build these relationships for the benefit of the organisation, so that the tasks that are set are completed with enthusiasm, effectively, on time and with the energy to do more.

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### **Question # 32**

Who is good manager?

### **Answer:-**

Good managers are essential to any successful organisation. An exceptionally good manager achieves a hard working, productive and effective workforce that punches above its weight in its performance.

Good managers attract exceptional staff; they make the organisation a preferred employer; they help to increase market share; add to profits and surpluses, and reduce costs. Their staff are engaged, committed and go the extra.

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### **Question # 33**

What are the attributes of a good manager?

### **Answer:-**

- \* Coach their staff and counsel those who need it
- \* Have staff who are committed to them
- \* Seek response and feedback to all communications with staff
- \* Know how to resolve conflicts as they arise and handle negative behavior effectively
- \* Delegate wherever possible
- \* Actively like to develop, empower and motivate staff and manage under performers
- \* Take the lead
- \* Raise staff morale and are concerned for staff well-being
- \* Are conscious of the psychological contract
- \* Enjoy managing the boss
- \* Set clear and unambiguous objectives and discuss them with staff before setting them
- \* Performance manage staff and provide feedback on performance
- \* Engage in selection interviewing
- \* Manage teams
- \* Value everyone's contribution

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### **Question # 34**

What are the managing activities of A good manager?

### **Answer:-**

- \* Manage change effectively
- \* Seek continuous improvement
- \* Control and co-ordinate staff effectively
- \* Engage in and enjoy crisis management
- \* Influence the culture of teams
- \* Focus on customers/clients and know how to improve business performance
- \* Conduct meetings efficiently
- \* Are good at planning and organizing themselves
- \* Are good at both strategic and project management
- \* Are good at risk management and can manage stress in staff

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### **Question # 35**

What are the qualities of A good manager?

### **Answer:-**

- \* Achieve good results
- \* Are assertive and communicate well
- \* Are clear thinkers and effective speakers who are good at influencing others
- \* Are decisive, good at negotiation and problem solving
- \* Write good reports
- \* Excel at time management
- \* Spend time in self development

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