

# Management Style Interview Questions And Answers Guide.



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# Management Style Job Interview Preparation Guide.

### Question # 1

Tell me what is your Management Style?

#### Answer:-

I do not conform to a specific management style. I try to adjust my style of management to each situation, since part of my job is to assess both the best way to complete the project efficiently and the style of leadership that works best with current staff dynamics.

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### Question # 2

What is the purpose behind the question of Management Style?

#### Answer:-

The interviewer wants to know what your ideas are about managing people, leading people, and how you handle management on a daily basis. Your self-perception matters in this answer and the interviewer will be listening very carefully for how you describe yourself. Be sure to use positive, strong, and realistic words.

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### Question # 3

How to treat the question as one that still leaves room for you to improve?

#### Answer:-

In other words, use aspirational language as well as concrete examples, as this shows you continue to be willing to learn and update your management skills.

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### Question # 4

How to cover the point of management as part of the answer?

#### Answer:-

When it boils down to it, management involves two main things: ensuring the the job gets done, and ensuring that the people who get the job done are well looked after and enabled by the manager. Be sure that the way in which you respond demonstrates that you can get the job done and both enthuse and rein in the people doing it.

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### Question # 5

How to know the exact expectations of the management role?

#### Answer:-

You'll need to ensure that you've spent adequate time learning about the role you're applying for by reading the company's website, talking to people in management roles directly, even relying on acting in a management position if you're in a position to do so. Draw on all your resources to learn about the specific expectations of the management role you're applying for.

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### Question # 6

Why one should compile answers before interview?

#### Answer:-

Since this is such a stock standard question, it shouldn't come as a surprise to you. And it should be something you've thought about well in advance. It can be helpful to brainstorm a list of the things that you think make you a good manager; this will serve as a memory prompt during the interview. As for a good answer, as recommended earlier, be sure to cover the purpose of management (to get the job done and to supervise) as well as addressing the expectations for the role you're applying for.

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### Question # 7

Tell me about your management skills?

#### Answer:-

I'm a team member as well as a manager. I don't expect my team to go it alone; I am very much the type of person who pitches in to ensure the work gets done when needed. At the same time, however, I make sure that people are doing their role to their best ability and to find out why they might not be if things are going wrong for them. I consider myself to be very open-minded and approachable - I love hearing new ideas from my team and will try to implement them if they benefit the firm and the team as a whole. I'm a good listener and I am always ready to listen to staff when they experience problems and need help. I am highly ethical and will always ensure that my team is well briefed on accountability needs. I believe that it's important to reach consensus wherever possible, rather than laying down the law but I am not averse to using authority where it is needed, for the common good of the firm and team.

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### Question # 8

Tell me which management style have you found to be most effective?

#### Answer:-

I find that it is not effective to use only one type of management style, I have to adapt according to the individual I am dealing with and the situation. For example with inexperienced employees I use a management style that involves a high level of task instruction and close supervision. I find this effective because the employee needs to be secure that they know exactly what to do and how to do it. They also require constant support to build their confidence.

For a more experienced employee who is comfortable with the work, I delegate the task and expect them to come to me for help if they need it. This demonstrates my trust in their ability to do the job on their own.

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### Question # 9

Evaluating your ability to adapt management style?

#### Answer:-

The interviewer is evaluating your ability to adapt your management style to different people and circumstances. The ability to recognize individual needs and motivations and not treat everyone in the same way is key to successful management.

Describe how you are able to employ different management styles and interpersonal skills to get the best out of the situation. Give reasons why you use a particular management style in a certain situation and why it works.

Work-force diversity has important implications. Managers need to be able to recognize employee differences and respond to those differences in ways that ensure effective working relationships.

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### Question # 10

Are you able to establish good working relationships with a diverse group of employees?

#### Answer:-

Obviously I have had to manage people who do not fall into this category. When this happens I set myself the challenge of developing the employee and helping them to use their skills to their fullest potential.

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### Question # 11

What type of people do you work with most productively?

#### Answer:-

I work well with people who are hardworking, competent and confident of their abilities.

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### Question # 12

What is your goal in Management?

#### Answer:-

My goal is to support them towards competence and confidence through guidance, direction and mentoring.

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### Question # 13

Tell me what aspect of your management style would you like to change?

#### Answer:-

No-one is the perfect manager so denying that you have any areas for improvement shows a lack of self-awareness and insight. Focus on an aspect of your management style that you're working to improve. Describe the steps you're taking and give evidence on your progress.

I have been trying not to give my employees all the answers when they ask for help with a problem. They need to learn how to come up with the solutions themselves and I need to guide and facilitate this process. I have read up on how to do this and have put these facilitation skills into practice.

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### Question # 14

What style would you like to change in your management style?

#### Answer:-

Focus on an aspect of your management style that you're working to improve. Describe the steps you're taking and give evidence on your progress.



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### Question # 15

Describe your adaptability to changes - your ability to perform change management?

#### Answer:-

There is a possibility that the type of management methods that you follow could become obsolete and you would need to upgrade your skills and enhance yourself. Therefore, you may be asked whether you can change your management methodology and its style if required.

Effective change management is one of the most important issues in the competitive business world today - it is a transition from one state to another one. Managers are the main ones who deliver the message of change to their employees. They should demonstrate an example, showing their skill to change and/or refresh their management methods, for empowering others to accept and adopt the change in the company's environment.

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### Question # 16

Explain the different types of management styles?

#### Answer:-

There are four types of management styles:

- \* Autocratic,
- \* Paternalistic,
- \* Democratic,
- \* Laissez-faire (leader).

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### Question # 17

Would you handle your team member's issues?

#### Answer:-

Handling a team is a very important aspect of a manager's job, and therefore comprises a few of the most important interview questions of management style. The best way to handle a team member's issues is to find out the root cause of it, and try to solve the issue, if it is logically and practically possible.

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### Question # 18

Tell me something valuable about your management style?

#### Answer:-

I work to inspire and motivate teamwork for achieving goals and influence valuable changes. I am always open to new ideas coming from team members. I consult with them frequently and encourage and support independent thinking. I believe in establishing an open discussion for decision-making. I recognize the skills of key team members and utilize their strengths to the benefit of the team.

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### Question # 19

Explain your team playing Management Style?

#### Answer:-

If you see yourself as part of the team, make sure you describe how that works. Weak managers may find that their status is undermined if they try to be one of the team, so demonstrate your strength. It might be that you are always willing to roll up your sleeves and get involved when things get tough, but have the ability to also step away to examine why things might be going wrong for one particular team member.

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### Question # 20

How approachable are you?

#### Answer:-

Are you open to new ideas from your team? A good manager won't feel threatened when staff make suggestions that will benefit the team. Think of examples where you've implemented new ideas that bring greater success to the business.

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### Question # 21

Why applicant should not pretend to be perfect?

#### Answer:-

Talk about an aspect of your management style that you want to improve - if you can suggest that you aspire to become a better manager this will stand you in good stead. It will show that you aren't too set in your ways, are willing to learn new skills and techniques, and are more likely to adapt to a new working environment.

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### Question # 22

How You Managed a Problem Employee?

#### Answer:-

Discuss the original issues you had with your employee's behavior, describe the strategies you used to bring about change, and explain the overall effects you had on your employee's performance.



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### Question # 23

Tell me do you prefer to work independently or in a Team?

#### Answer:-

I am equally comfortable working as a member of a team and independently. In researching the LMN company, your mission statement and the job description, I could see similarities to my previous position where there were some assignments that required a great deal of independent work and research and others where the team effort was most effective. As I said, I'm comfortable with both.

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### Question # 24

Tell me why should you be hired?

#### Answer:-

I'm sure if you asked my friends that question they would say you should hire me because I have the skills outlined in the job description and I bring 10+ years of expertise to this position. Words they've used to describe me are: hard working, professional, trusted and a team player.

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### Question # 25

How you impacted worker health and safety with your Management skills?

#### Answer:-

Most employers are concerned about worker safety since injuries or other workplace incidents can impact productivity, morale, and insurance rates, while also leaving the organization vulnerable to lawsuits.

Accordingly, it is no surprise that interviewers will ask candidates about their track record with employee safety, particularly when interviewing candidates for management positions.

The first step is to think about occupational health and safety in a comprehensive manner. Consider all the possible threats to the well being of workers in your past workplace. Of course, physical safety in settings like production, construction, agriculture, mining and transportation comes to mind since accidents are common.

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### Question # 26

How you communicate with your team?

#### Answer:-

Communication is the key to fostering empathy and building relationships of openness, trust and honesty with your team. The first step in effective communication, according to Crossing, is to create the time and space for people to talk, and to ask questions.

Providing timely and meaningful feedback to your staff is crucial, as is determining how best to give them this feedback. Crossing recommends tailoring your approach to each individual, with some people requiring regular assurance and support, and others preferring more autonomy. Lee adds that it's important to let your staff know what they're doing right as well as what areas they need to work on.

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### Question # 27

How you show empathy to your team workers?

#### Answer:-

Empathy is the ability to listen to people, relate to their emotional experience and let them know that you are doing so. It is the most important core competency for managers and leaders.

Developing the ability to understand people and connect with them in a genuine, meaningful way is a key determining factor in how effective you can be at influencing them, setting them objectives that motivate them, and rewarding them in a way they each actually find rewarding,' says Crossing.

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### Question # 28

How you be positive and constructive?

#### Answer:-

It's better to tell people what you want them to do rather than telling them what you don't want them to do, according to Crossing. If you have to comment on poor performance, use actual observations to demonstrate the issue and talk about behaviors (which people can change) rather than criticize personalities or make value judgments.

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### Question # 29

Would you like to say thank and reward your staff?

#### Answer:-

This area is often neglected but can't be overstated - it takes little effort to thank someone but it can make all the difference to how people feel on the job.

When it comes to rewards, It's important to provide rewards that people will actually find rewarding. For example, some people love to be taken out for lunch, while others might prefer time in lieu or more autonomy or responsibility. Many managers reward people in the way they themselves like to be rewarded, which is not always effective. Homer buying Marge a bowling ball for her birthday springs to mind.

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### Question # 30



How you encourage innovation?

**Answer:-**

It's important for leaders to think outside the square and know when to take risks. As Wallace Lee advises, 'Take risks with your employees - often they bring pleasant surprises.

By giving people the latitude to work through problems and solutions themselves, you will encourage innovation, creativity and resourcefulness. Let your team think for themselves, don't strangle their creativity. Encourage innovation - Google allows one day a week for every employee for innovation.

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**Question # 31**

What is autocratic in Management Style?

**Answer:-**

Leader makes all decisions unilaterally.

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**Question # 32**

What is permissive democrat in Management Style?

**Answer:-**

Makes decisions participatively; gives subordinates latitude in carrying out their work.

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**Question # 33**

What is permissive autocrat in Management Style?

**Answer:-**

Makes decisions unilaterally; gives subordinates latitude in carrying out their work.

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**Question # 34**

What is directive autocrat in Management Style?

**Answer:-**

Makes decisions unilaterally; closely supervises subordinates.

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**Question # 35**

What is directive democrat in Management Style?

**Answer:-**

Makes decisions participatively; closely supervises subordinates.

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**Question # 36**

Explain four distinct ways of management?

**Answer:-**

Combining these categories with democratic (subordinates are allowed to participate in decision making) and directive (subordinates are told exactly how to do their jobs) styles gives us four distinct ways to manage:

- \* Directive Democrat
- \* Directive Autocrat
- \* Permissive Democrat
- \* Permissive Autocrat

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**Question # 37**

What is permissive in Management Style?

**Answer:-**

Leader permits subordinates to take part in decision making and also gives them a considerable degree of autonomy in completing routine work activities.

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