

Best Manager Interview Questions To Ask Candidates

Before you meet candidates face-to-face, you need to figure out exactly what you're looking for in a new hire so that you're asking the right questions during the interview.



Introduction

The remote hiring process is obviously different from what a traditional in-office interview may look like. Hiring a remote team essentially means hiring a set of skills needed to perform well in remote work, but hiring remote employees requires a different approach.

You're not just looking for the right job skills, but also general suitability in a remote work environment.

These remote job interview questions will help you evaluate and identify the best candidate for your team.

1. What's your experience with working remotely?
2. Where do you prefer to work?
3. What do you need in your physical workspace to be successful in your job?
4. How do you prefer to communicate with your team members?
5. How do you organize files, links, and tabs on your computer?
6. How do you prepare for meetings and facilitate meetings?
7. How do you tackle big projects when you're not based out of a physical office?
8. Are there any requirements listed in this job description you feel you can improve upon?
9. Tell me about a time when you had to respond to a problem from a communication failure.



10. How do you motivate yourself to work?
11. Can you give me an example of a time you were self-motivated?
12. What do you think will be your biggest challenge as a remote worker?
13. When working in a team, what role do you tend to play (e.g. organizer, leader, creative)?
14. Share with me how you've maintained a sense of community and connectedness with your manager and co-workers.
15. What benefit of remote working do you value the most?
16. What worries you about not being part of an office community?
17. Do you have a plan for how you'll continue to grow and develop your skills?
18. What tools or resources do you use to stay on the cutting edge of business news and trends?
19. What's your biggest concern about working remotely?
20. How do you switch off from work?
21. What's your approach to remote communication and collaboration?
22. How do you handle situations where you and a co-worker's ideas are not aligned?
23. How much direction do you need from us to get started?
24. How would you go about solving a problem with little or no supervision?
25. Do you prefer active feedback from management or would you like loose guidelines with minimal supervision?
26. What about this job/company are you most excited about?
27. What do your coworkers tend to respect and admire most about your work?
28. What are you most proud of in your career so far?
29. How do you relax after a stressful day at work?
30. How do you balance your worklife and the rest of your life?



BONUS

Before the Interview

Check the candidate's resume, recruitment criteria, and interview questions you intend to ask. If you will be interviewing remotely, please ask all interviewers to join the video call as early as possible to ensure that you are prepared for the people you will engage and respect their time.

During the interview

Use active listening to better connect with candidates. Since you are not meeting in person, you also cannot evaluate body language cues. Although the candidate may be displayed on the screen or monitor, be sure to look into the camera occasionally to replicate eye contact.

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