

## Construction Manager Interview Questions

1. Share an experience in which you managed a nursery that grew horticultural plants for sale. What methods made you effective?

2. Share how you identify plants as well as problems such as diseases, weeds, and insect pests.

3. Share an experience in which you successfully installed a difficult piece of equipment. What made the situation so difficult?

4. Describe your experience grafting plants.

5. Provide an effective method you have used to provide customers with information on the care of trees, shrubs, flowers, plants, and lawns. Share an experience.

6. Share an experience in which you effectively cut and pruned trees, shrubs, flowers, and plants.

7. Share your experience preparing soil for and performing planting activities.

8. Provide an experience in which you positioned and regulated plant irrigation systems.

9. What factors do you consider when determining types and quantities of horticultural plants to be grown? Share an experience.

10. Describe the factors you consider when selecting and purchasing seeds, plant nutrients, disease control chemicals, and equipment.

11. Talk about methods to apply pesticides and fertilizers to plants.

12. What factors do you consider when determining plant growing conditions? Share an experience.

13. Explain how you tour work areas to observe work being done, to inspect crops, and to evaluate plant and soil conditions.

14. Share an experience in which you've successfully learned how to handle a new piece of equipment?

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15. Tell me how you organize, plan, and prioritize your work.

16. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

17. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

18. Share an experience in which you successfully hired and trained employees. What methods made you successful?

19. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

20. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

21. Share an experience you had in dealing with a difficult person and how you handled the situation.

22. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

23. Provide an experience in which you effectively assigned work schedules and duties and supervised staff.

24. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

25. Provide an example when your ethics were tested.

26. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

27. Name a time when your advice to management led to an improvement in your company or otherwise

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helped your employer.

28. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

29. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

30. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

31. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

32. Provide an example of when you were persistent in the face of obstacles.

33. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

34. Share an effective method you have used to explain and enforce safety regulations and policies.

35. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

36. Name a time when your creativity or alternative thinking solved a problem in your workplace.

37. Describe your experience coordinating clerical, recordkeeping, inventory, requisitioning, and/or marketing activities.

38. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

39. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

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40. Provide an experience in which you conferring with horticultural personnel helped you to be effective in your work.

41. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?

42. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

43. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

44. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.

45. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

46. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

47. Share an experience when you applied new technology or information in your job. How did it help your company?

48. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

49. How do you stay fit in order to perform physical activities that are required in the workplace?

50. Share an experience in which you effectively negotiated a contract. What methods made you successful?

51. What is the key to success when communicating with the public.

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52. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
53. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)