

Training Manager Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. How do you evaluate training and program effectiveness?
3. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
4. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?
5. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
6. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
7. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
8. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
9. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
10. Tell me how you organize, plan, and prioritize your work.
11. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
12. Share an experience when you applied new technology or information in your job. How did it help your company?
13. Give me an example of when you thought outside of the box. How did it help your employer?

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14. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

15. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

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

17. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

18. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

19. 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.

20. 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.)

21. Please share an experience in which you presented to a group. What was the situation and how did it go?

22. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

23. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

24. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

25. Would you consider analyzing data or information a strength? How so?

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

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

28. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

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

30. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.

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

32. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

33. 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.)

34. What is the most challenging part of budgeting for you?

35. Provide an example when your ethics were tested.

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

37. Share an experience in which your willingness to lead or offer an opinion helped your company.

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38. Name a time when your patience was tested. How did you keep your emotions in check?
39. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
40. Describe a training program you have used to help workers improve job skills. What did you like about the program? What didn't you like?
41. How do you effectively assess the training needs of workers?
42. Tell me about the instructional techniques and formats you use. (Be sure the candidate uses a variety of techniques.)
43. Describe an effective training manual, guide, or course material you developed. What methods did you use and what were the results? Is there anything you would change?
44. Share an experience in which you developed an alternative training method to improve the results of training. What made your alternative method successful?
45. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
46. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
47. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
48. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
49. What do you look for in instructors' training materials?
50. Share an experience in which personal connections to coworkers or others helped you to be successful in

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your work. (Make sure candidate works well with others.)
51. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
52. Provide an example of when you were persistent in the face of obstacles.
53. Describe a time when you successfully directed a training for employees or customers of an industrial or commercial establishment. What methods led to your success?
54. Tell me about your experience working with a budget. How do you ensure that you do not exceed your spending allowance?
55. Provide a time when you dealt calmly and effectively with a high-stress situation.
56. What factors do you consider when selecting an instructor to conduct a training?
57. Name a time when your creativity or alternative thinking solved a problem in your workplace.
58. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
59. How do you keep up with developments in your area of expertise? How has this helped you in your work?
60. What methods make you a successful supervisor of instructors?
61. Share an experience in which meeting with management helped you to be more effective in your work.
62. Provide a time when you successfully screened, hired, and assigned workers to positions. Name an effective method you used.
63. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

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64. Tell me about a contract you negotiated which you were happy with. How about one you were unhappy with?

65. Describe a program you devised which helped lower-level employees develop executive potential. What is one thing in the program you would change?

66. 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?

67. 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.)

68. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

69. Share an experience in which you optimized training effectiveness, training costs, or environmental impacts by thinking outside of the box.

70. Describe a training program you developed and/or implemented which was related to efficiency, recycling, or another environmental issue. What methods made it successful?

71. Describe a time when you successfully provided personal assistance to a coworker or patron.

72. Share a time when you successfully used scientific rules or methods to solve a problem at work.

73. 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?