

Civil Engineering Manager Interview Questions

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

2. Tell me about a presentation you have given to a client that you are proud of. The presentation could be a proposal, report, or findings.

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

5. 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?

6. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

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 you had in dealing with a difficult person and how you handled the situation.

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

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?

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13. Give me an example of when you thought outside of the box. How did it help your employer?

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

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

16. 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?

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

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

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

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

21. 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.

22. 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?

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

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

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25. Please share an experience in which you presented to a group. What was the situation and how did it go?
26. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
27. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
28. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
29. What is the most challenging part of budgeting for you?
30. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted?
31. 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.
32. 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.)
33. Provide an example when your ethics were tested.
34. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
35. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
36. Share an experience in which your willingness to lead or offer an opinion helped your company.
37. Provide an example of when you were persistent in the face of obstacles.

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

39. 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?

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

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

42. Share an experience in which you successfully coordinated and/or directed a project. What methods led to your success?

43. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

44. Provide a time when you dealt calmly and effectively with a high-stress situation.

45. 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.)

46. Tell me about the last negotiation you successfully made with a client.

47. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

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

49. Describe a product design or change which you approved. How about a design you rejected?

50. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change?

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(Make sure the candidate is flexible.)

51. Tell me about the last staff you recruited, directed, and evaluated. What methods did you find most effective?

52. 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.)

53. Share an experience in which you successfully directed installation, testing, operation, maintenance, or repair of equipment. What made you successful?

54. Name a time when your patience was tested. How did you keep your emotions in check?

55. What methods do you use to plan and assess the feasibility of projects?

56. Tell me about your last experience preparing budgets, bids, and contracts. What methods did you use to successfully negotiate research contracts?

57. What is the key to a successful budget?

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

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

60. Tell me about the last contract or cost estimate you approved. How about one you rejected?

61. Share an experience in which your conference with staff helped to improve a project.

62. What methods have you found most effective in soliciting support for projects?

63. Share methods you have used to successfully administer highway planning, construction, or maintenance.

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64. Share a method you have used to set scientific or technical goals.

65. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

66. Share an experience in which you successfully directed engineering of water control, treatment, or distribution projects. What helped you succeed?

67. 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.)

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

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

70. Share an experience in which you had difficulty coordinating survey work with other staff activities. How did you finally succeed?

71. 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.)

72. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

73. Share an experience in which you successfully identified environmental threats or opportunities that were associated with the development of a new technology. How did you respond accordingly?

74. Tell me about an experience in which you evaluated environmental issues to successfully make an informed and strategic decision.

75. Describe a program which you developed or implemented to improve sustainability or reduce the environmental impact of a project.

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76. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
77. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.