

Engineering Manager Interview Questions

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

2. What factors do you consider when determining the feasibility of a project?

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

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

5. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

6. 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?

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

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

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

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

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

12. 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?

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

Engineering Manager Interview Questions

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

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

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

17. 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?

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

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

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

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

22. 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.

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

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

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

Engineering Manager Interview Questions

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

28. 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.)

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

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

31. Provide an example when your ethics were tested.

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

33. Describe an effective sketch you prepared. How about one that was not as effective?

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

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

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

38. 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.)

Engineering Manager Interview Questions

39. Share an experience in which conferring with others helped you in your work.

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

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

42. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

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

44. Provide an experience in which your recommendation for the modification of a design benefited your company.

45. Describe an effective procedure you developed for the operation, maintenance, or testing of a product.

46. Share an experience in which you assisted a staff member or customer in a difficult in-service engineering problem.

47. Describe an application or modification you planned or developed for electronic properties which effectively improved technical performance of a component, product, or system.

48. Provide an effective method you have used to ensure that equipment and systems conform to specifications, standards, and regulations.

49. What is the state of your documentation? What is one thing you would like to improve?

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

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

Engineering Manager Interview Questions

person.

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

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

54. Provide an experience in which you evaluated the work of others. How did you ensure effectiveness and adequate resolutions of complex engineering problems?

55. Share an experience in which you successfully prepared necessary criteria, procedures, reports, or plans for successful conduct of a project.

56. Share an experience in which you effectively applied principles of electronic theory to an engineering project.

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

58. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

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

60. What factors do you consider when determining material and equipment needs?

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

62. Share an experience in which you prepared an effective budget or cost estimates.

63. Describe a time when you were able to select the best tool to do a job. How did you use reasoning skills to make the best choice?

64. Provide a time when you effectively represented your employer.

Engineering Manager Interview Questions

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

66. Tell me about your last experience doing repair work. How did you determine what tools you needed?

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. Tell me about a recent experience you've had working with your hands.

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

70. 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.

71. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?

72. Tell me about some of your most recent computer programming projects.

73. Provide an example of a project you worked on that demonstrates your programming abilities. What was your role in the project?

74. Share an experience in which you were able to generate a new design or modify a current design to better serve the needs of your customers.

75. 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.)

76. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

Engineering Manager Interview Questions

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

78. What factors do you consider when researching new green electronics technologies?

79. What factors do you consider when researching electronics technologies for use in electric-drive vehicles?

80. What factors do you consider when investigating green consumer electronic applications, power saving devices, and energy efficient power chargers?

81. Tell me about an effective solar photovoltaic product which you developed.

82. 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.)

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

84. 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?

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

86. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?

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

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