

A-PlayerSEARCH

EXECUTIVE RECRUITING

Interview Questions – Executive

Would you please describe your interest in becoming (title of position).

Tell me about your current position or most recent position and how you helped the organization accomplish its goals and mission.

What did you do for that company that made a difference and for which you believe you will be remembered?

Tell me about your experience in leading and managing an organization similar to ours. Do you have a personal philosophy of management?

Tell me about your fiscal management experience: budgeting, reporting, cutting costs, building and maintaining reserves.

Have you ever had to champion an unpopular change? How did you handle it?

Have you ever faced a significant ethical problem at work? How did you handle it?

Tell me about your experience working with a board of directors. What approach and philosophy did you follow in working with boards?

What do you think is the role of the President/CEO in strategic planning for the organization?

Give me some example of how and when you were the spokesperson for your current or most recent company.

As our President/CEO, how would you proceed if the board of directors adopted a policy or program that you felt was inconsistent with the goals and mission of our company?

Tell me about your experiences with staff development. How do you think your current or most recent staff would describe you?

How do you stay informed of current ideas on management and the (industry field for the company/organization)?

Based upon what you have read and heard, what ideas do you have about continuing and increasing the success of this company?

Are there any programs, policies, or actions of (name of company/organization) that you have heard of with which you have concerns or differences?

If you are hired for this position and are still with (name of company/organization) five years from now, how do you think the organization will be different?