# Division Merchandise Manager (dmm) Interview Questions

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| 1. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.) |
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| 2. Describe an experience in which you successfully directed and/or coordinated activities of a buying, selling, or distributing staff. What made you successful? |
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| 3. What is the most challenging part of budgeting for you? |
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| 4. 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? |
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| 5. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer. |
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| 6. 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? |
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| 7. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective? |
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| 8. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task. |
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| 9. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 10. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.) |
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| 11. Tell me how you organize, plan, and prioritize your work. |
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| 12. What are some long-range objectives that you developed in your last job? What did you do to achieve them? |
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| 13. Share an experience when you applied new technology or information in your job. How did it help your |

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| company? |
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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. |
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| 15. Would you consider analyzing data or information a strength? How so? |
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| 16. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant? |
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| 17. 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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| 18. 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.) |
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| 19. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior. |
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| 20. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful? |
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