Corporate Logistics Manager Interview Questions

1. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
2. Share an experience in which your collaboration with other departments helped you to successfully integrate logistics with business systems or processes.
3. What is the most challenging part of budgeting for you?
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. Share an experience you had in dealing with a difficult person and how you handled the situation.
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?

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. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
17. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
18. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
19. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
20. 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?
21. 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.
22. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
23. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
24. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
25. Share an experience in which your ability to consider the costs or benefits of a potential action helped you

choose the most appropriate action.
26. Please share an experience in which you presented to a group. What was the situation and how did it go?
27. 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?
28. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
29. 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?
30. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
31. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
32. 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.)
33. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
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 your ethics were tested.
36. Tell me about a time when you successfully solved a difficult problem in the workplace.
37. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

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.)
39. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.
40. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
41. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
42. 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.)
43. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
44. Share an experience in which your willingness to lead or offer an opinion helped your company.
45. Provide a time when you dealt calmly and effectively with a high-stress situation.
46. Provide an example of when you were persistent in the face of obstacles.
47. Tell me about your last experience maintaining metrics, reports, processing documentation, customer service logs, or training/safety records.
48. Tell me about your last experience directing inbound or outbound logistics operations.
49. Tell me about your last experience supervising a staff. What made you successful?
50. Name a time when your patience was tested. How did you keep your emotions in check?

51. Share an experience in which you were successful in coordinating comprehensive logistical or reverse logistical functions for product life cycles, from acquisition to disposal.
52. 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.)
53. Describe a time when you successfully negotiated with a supplier or customer to improve supply chain efficiency or sustainability.
54. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
55. Provide an experience in which your recommendation of transportation modes, routing, equipment, or frequency helped your company optimize efficiency.
56. Share an experience in which you analyzed the financial impact of proposed logistic changes and helped your company make an educated decision.
57. Tell me about a time you were happy with a negotiation you made for transportation rates or services. How about a negotiation you were unhappy with?
58. Share an experience in which you successfully ensured the achievement of objectives while directing distribution center operations.
59. Share an experience in which your participation in carrier management processes helped your company.
60. Share an experience in which you ensured compliance with requirements by monitoring product import or export processes.
61. Name a time when your creativity or alternative thinking solved a problem in your workplace.
62. Describe a time when you improved an internal or external logistics system or process.
63. Please share an experience in which you developed a risk management program to ensure the continuity of

supply in an emergency.
64. Tell me about a time you successfully established or monitored specific supply chain-based performance measurement systems.
65. Share an experience in which you successfully communicated freight transportation information to a customer or supplier.
66. Tell me about the last policies or procedures for logistics activities that you created.
67. Share an experience in which you accurately determined the most cost-effective or efficient means of transporting products or supplies.
68. Provide a time when you planned or implemented a material flow management system to meet production requirements.
69. What is the key to a successful budget?
70. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
71. Tell me about the last time you implemented a specific customer requirement.
72. Tell me how you ensured carrier compliance with company policies or procedures for product transit or delivery in your last company.
73. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment?
74. Tell me about your last experience preparing or filing environmental certification applications.
75. Share an experience in which you successfully trained personnel in roles or responsibilites, especially regarding global logistics strategies. What helped you succeed as a trainer?

76. Provide a time when your review of transportation or logistics reports helped you improve efficiency or minimize the environmental impact of logistics activities in your company.
77. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
78. 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.)
79. Share an experience in which your recommendation to purchase improved technology helped your company.
80. Tell me about the last model you designed for use in evaluating logistics programs or services.
81. Share an experience in which you successfully implemented and/or monitored a carbon management, environmental management, accounting, or auditing system.
82. Provide a time when you successfully reviewed environmental audits for logistics activities.
83. 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.
84. Describe a time when you successfully developed a plan to reduce carbon emissions with good results.
85. Describe a time when you successfully provided personal assistance to a coworker or patron.