# Roads Superintendent Interview Questions

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| 1. What is the most challenging part of budgeting for you? |
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| 2. 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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| 3. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task. |
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| 4. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 5. 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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| 6. Tell me how you organize, plan, and prioritize your work. |
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| 7. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 8. 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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| 9. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond? |
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| 10. 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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| 11. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact? |
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| 12. Please share an experience in which you presented to a group. What was the situation and how did it go? |
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| 13. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer. |
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| 14. 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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| 15. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful? |
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| 16. 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. |
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| 17. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome? |
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| 18. Share an experience when you applied new technology or information in your job. How did it help your company? |
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| 19. 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? |
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| 20. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.) |
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