# Contracts Specialist 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. How do you manage the performance of your sales people? |
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| 3. 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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| 4. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer. |
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| 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? |
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| 6. 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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| 7. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task. |
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| 8. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 9. 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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| 10. Tell me how you organize, plan, and prioritize your work. |
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| 11. What are some long-range objectives that you developed in your last job? What did you do to achieve them? |
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| 12. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 13. 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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| 14. Share an effective approach to working with a large amount of information/data. How has your approach affected your company? |
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| 15. 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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| 16. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action. |
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| 17. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior. |
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| 18. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful? |
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| 19. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person. |
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| 20. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact? |
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