

Manager Interview

The following interview questions are designed to help you gain greater insight into your managerial candidate. *The italicized text after the questions describes what you should listen for in the candidate's answer.*

What do you feel is most important to the success of a restaurant?

Are the candidate's values and priorities in line with those of your company?

What has been your most difficult management problem?

Is the applicant honest and insightful?

What do you do in your spare time?

Is the applicant interested in self-improvement, group sports, community service?

What do you see yourself doing in five years?

Is the applicant reacting to circumstances, or does s/he have a definite career goal or a discipline s/he is following?

What is your favorite restaurant and why?

How perceptive is this individual about the industry, and what does s/he value as important to the dining experience?

What has been the most satisfying management experience of your career?

This question focuses on the candidate's personal need for fulfillment.

Describe the best service you ever received in a restaurant.

Is the candidate's idea of guest satisfaction the same as yours? Would s/he be striving for a goal that is consistent with your values?

What's your idea of the perfect workplace?

Is the candidate's idea of perfection the same as yours? Is it how you could envision your own business under their management?

If you could create a new, unique position for yourself, what would it be?

This elicits the applicant's feelings about their own strengths

If you could trade work skills the way kids swap baseball cards, who would you trade with and for what skills?

This elicits the applicant's feelings about their own weaknesses.

Quick Rating

Rate each management candidate on your impressions of our defined manager characteristics and attributes.

	Poor			Excellent	
Practicality	1	2	3	4	5
Analytical Ability	1	2	3	4	5
Vision	1	2	3	4	5
Self Discipline	1	2	3	4	5
Responsibility	1	2	3	4	5
Role Model Characteristics	1	2	3	4	5
Integrity	1	2	3	4	5
Stability	1	2	3	4	5
Perceptiveness	1	2	3	4	5
Initiative	1	2	3	4	5
Determination	1	2	3	4	5
Goal Orientation	1	2	3	4	5
Organization	1	2	3	4	5
Flexibility	1	2	3	4	5
Delegation	1	2	3	4	5
Firmness	1	2	3	4	5
Involvement/Extroversion	1	2	3	4	5