



THE HIRE TALENT
A TALENT ASSESSMENT COMPANY

Interview Questions Production Manager

Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

Leadership

- Tell me about a difficult decision you made as a leader.
- How would your previous direct reports describe your leadership style?
- Tell me a time you resolved a dispute between employees.
- What qualities do you look for when hiring people?
- Tell me a time you turned around a problem performer.
- Tell me a time you terminated someone's employment. What was the situation and how did you come to that conclusion?
- Are you better at identifying people's strengths or weaknesses?
- How do you delegate work?
- Tell me a time when you motivated a team to increase output.
- If you had high turnover in your department, how would you address this issue?
- Tell me about a time you had to deal with an unjustified complaint from an employee.

Scheduling

- There's a day where everything goes wrong. Your workers call in sick or machines fail and you have multiple products to finish. How would you handle that?
- What has been your department's on-time delivery rate? How did you contribute to this?
- Describe your experience with creating schedules and reports. Have you ever used them to improve processes?
- What ERP/Scheduling programs have you used?

Business Processes and Continuous Improvement

- Tell me about a continuous improvement idea that you implemented. What were some of the challenges you overcame to make these changes?
- What strategies do you use to identify and eliminate sources of waste in company workflows?
- How do you ensure a high level of quality?
- How would you handle a rule violation or an accident?
- What do you do to ensure a safe work environment?

Hire A-Players Every Time You Hire

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“I feel as though I have a ready consultant on my shoulder ready to assist and discuss with me any difficult choices that result from the results of the testing. They have this area nailed, and I am very satisfied and content with the system.”

“All of the people I have hired since going through the FACT-based Hiring System have been my top performers. The system has greatly improved my team!”

“I love the performance management software! It allows me to keep track of all my hires and their metrics in one place! We have been able to push our hiring process faster than ever before!”

[Scheduling Link](#)