



THE HIRE TALENT
A TALENT ASSESSMENT COMPANY

Interview Questions Superintendent (Construction Manager)

Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.

Planning and Coordination

- What types of projects have you built?
- How large was your staff and what was your budget?
- How do you schedule and prioritize tasks?
- What are the first steps in planning a construction project?
- What project management tools do you use?
- What actions would you take if a project is falling behind schedule or exceeding the project's budget?

Supervision and Communication

- How do you build an effective team to work on a project?
- What are the qualities you look for in an employee?
- Tell me about a time you handled team conflict?
- How do you delegate work? Give some examples of tasks you have assigned to others.
- Describe your process for addressing weak performers.
- How do you give positive feedback to people?
- How do you keep your staff, boss, and other interested parties on the status of the project?

Safety and Compliance

- What techniques do you find most effective for training employees on new protocols?
- What are the crucial elements that you look for when inspecting a construction project?
- Can you describe a time when you effectively implemented a new safety protocol?
- How would you handle a worker disregarding a safety procedure?

Technical Knowledge

- What details would you look for when completing a pre-building assessment?
- Can you describe the most technical construction issue that you solved?
- What details do you look for when reading engineering blueprints?

Hire A-Players Every Time You Hire

BOOK YOUR FREE DISCOVERY CALL

“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](#)