

**10 questions to ask candidates to check for fitment in the team management role.**

- How do you ensure that your team meets deadlines?
- How do you deal with people who disagree with you?
- How do you deal with the non-performance of a team member?
- Give us a situation when you made a mistake or did not deliver on a task/responsibility.
- What is motivation? How do you motivate your team?
- What irritates you about others? How do you deal with the situation when you encounter it?
- Give an example of a time when you had to stand for a team member.
- How would you mediate strained relations between 2 team members?
- How do you approach a situation when your personal values conflict with what you see happening around you?
- What possible people-related challenges do you perceive in this role? How will you overcome them?

*Tip: You need not use all the questions listed above. Before ruling out the candidate, check the answer to a differently worded question for the same aspect.*

Additionally, here are red flags to watch out for while evaluating a candidate for a team leader / people manager role:

- ✗ Inability to answer the question directly
- ✗ Bad mouthing of previous colleagues/manager(s)/organisation
- ✗ Blames people or circumstances but never take responsibility
- ✗ Avoids or attempts to push people related matters only to employee policies or HR
- ✗ Inability to explain the decision making process
- ✗ A person who has not gone out of the way to overcome challenges
- ✗ Inability to stand for values and beliefs
- ✗ A mismatch between what is being said and body language
- ✗ Rigid without explanation about another point of view
- ✗ Intimidating personality