



BigRedF Management Interview Questions

APPLICANT NAME:	BigRedF Manager:
DATE:	"My name is"
BACKGROUND:	"My position is"
POSITION APPLYING FOR:	"Our interview process will go like this"
ACTIVITIES?	"Feel free to ask any questions you have"

What are you looking for?

Why are you interested in BigRedF?

What traits do you feel are important for a Restaurant manager?

What is your management style?

How do you motivate others?

What makes someone a good leader? How would you rate your own leadership skills?

How would you describe you? How would your employees describe you? How would your boss describe you?

Describe your responsibilities on a typical day?

As a restaurant manager, what do you enjoy most? Enjoy the least?

Describe your own Strengths? Weaknesses?

What concerns do you have about coming to work here?

What are your expectations of your employer?

How do you get results? Quality? Sales? Profits?

What do you do in your spare time?

THE BASICS:	Relocation Issues?
Other Companies?	Timetable? When can you start?
How much are you currently making?	How much do you need to start?



BigRedF Management Follow Up – 2nd Interview Questions

LEADERSHIP – PERSONAL

- What has been your biggest business failure? What happened? How did you handle it? What did you learn?
- How would you describe your work ethic? Give me a specific example to illustrate.
- What can you tell me in five minutes that would persuade me you should have this job?
- What recent achievement [Menu/Meal/Dish] are you most proud of?

LEADERSHIP – INTERPERSONAL

- How would you describe your coaching style? Give me an example of how you have used it effectively.
- What mistakes did you make in handling a difficult staff situation? In retrospect, what would you have done differently?
- I'm going to give you a situation: You have a server, Kathy, who is in a car accident on her way to work. She is not hurt badly, but she is very shaken up. She comes into work. What do you do?
- Define "empowerment" as it relates to being a restaurant manager. Explain how you "empower" your team.

LEADERSHIP PROFESSIONAL

- Tell me about an operational or financial problem that you have successfully solved. What were the steps you took from start to finish to solve the problem?
- What got you into this business? What keeps you in?
- What are your current professional and/or personal goals? How are you working to achieve them?

FINANCIAL

- FOH: Here is a situational question. You are a manager in a restaurant unit that does \$100,000 a week. You have consistently been running an 18% labor cost on a 17% goal. How many dollars do you need to save to get your goal? What steps will you take to get there? Who will you involve?
- BOH: Here is a situational question. You are a manager in a restaurant unit that does \$100,000 a week. You have consistently been running an 34% food cost on a 32% goal. How many dollars do you need to save to get your goal? What steps will you take to get there? Who will you involve?

CULINARY

- FOH/BOH: How often do you go out to eat? What are two of your favorite restaurants? What do you like about them?
- BOH: If you were going to do a five course tasting menu, tell me about the items you would prepare.
- BOH: What influences your cooking?

ADMINISTRATIVE

- What does a typical day look like for you in your current job? Walk me through your day from the time you go in to the time you leave.
- Currently, how much of your administrative work is computer based? How much is more traditional paper, pencil and/or calculator?



BigRedF Post Interview Evaluation Criteria:

PROFESSIONALISM RATING

Command of Presence	
Body Language	
Dress	
Hygiene	
Punctuality	

INTELLIGENCE RATING

Depth	
Common Sense	
Logical	
Organized	
Grades	

PEOPLE SKILLS RATING

Smile	
Sociable	
Upbeat	
Approachable	
Positive	

COMMUNICATION SKILLS RATING

Vocabulary/Grammar	
Listening Skills	
Tone of Voice	
Eye Contact	
Specificity of Answers	

DRIVE AND ENERGY RATING

Pace	
Enthusiasm	
Activities	
Achievements	
Posture	

INTEGRITY RATING

Personal Standards	
Honesty	
Sincere/Genuine	
Accurate Dates	
Gut Feel	

***REMEMBER:** DISCARD THIS EVALUATION FORM AS SOON AS A HIRING DECISION IS MADE

PERSONAL ADJUSTMENT RATING

Flexible	
Mature	
Emotionally Stable	
Confident	
Open to Influence	

TRACK RECORD RATING

Progression	
Length of Employment	
Commitment	
Successes	
Compatible Experience	

HOT BUTTONS:

CONCERNING QUOTES/COMMENTS:

Reference #1

Date Contacted _____

Person Spoken To _____

Title/Position _____

Would He/She Rehire _____

Notes _____

Reference #2

Date Contacted _____

Person Spoken To _____

Title/Position _____

Would He/She Rehire _____

Notes _____