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### Change Management Interview Questions

1. What is your experience with change management (on a project, program, or organization level)?
2. In your experience, what are the main challenges change managers face while trying to proceed with a radical innovation/change?
3. What is the key to success when you try to persuade a stubborn employee to change a way they have been doing something in work for months or even years?
4. Do you think it is important to measure the impact the change had on the sales/profit/productivity of the team/department/company? How would you measure this impact?
5. How do you assess risks associated with a particular change to production/marketing/sales process?
6. How do you react to the typical “this is how we do things here” response to a request for change?
7. Name reasons why would you personally reject a change (relevant to your position)?
8. How do you schedule changes? In your opinion, what is the most appropriate time to introduce a big change?
9. How do you define change failure?
10. How would you sell your idea of making a difficult change (which would temporarily impact the revenues) to the executives from the company?
11. How do you ensure that a change is transparent across an organization?
12. Describe a time when you changed someone’s mind about a change.
13. Where do you see this company in five years time?
14. After everything that has been said in this room, do you want to ask us something?

**Source and answers:** <https://interviewpenguin.com/change-management-interview-questions/>