

Interview Questions to Ask a Scrum Master| Xobin [Downloaded]

We at Xobin reached out to over 70+ Hiring teams to curate the best interview questions. We didn't stop there.

We went ahead to understand what type of answers differentiated the top candidate from the rest. Here is what we've got for you.

Role-specific skills to look for: Coaching Agile practices, tight grip on Agile Estimating and planning, forecasting, removing impediments, creating communication channels, and enforcing rules.

Soft skills to look for: conflict resolution, servant leadership, critical thinking, problem-solving, and empathy.

Pro Tip: Always screen before your interview. Use [Online Assessment to screen applicants for a Scrum Master position](#) before blocking your time for an in-person interview.

Compilation of Scrum Master Questions

Role-Based Interview Questions to ask a Scrum Master



What is the most important scrum ceremony?

Purpose of the question: All the scrum ceremonies are important for the scrum process, hence this question can help in finding out the candidate's priorities based on the scrum team's major goals and responsibilities.

What to listen for in candidate response: Top candidates would name the most important ceremony based on the Scrum team requirements and will also explain the reason of their choice.



How long is a sprint?

Purpose of the question: This question can be asked to gauge a candidate's knowledge of basic concepts used in this job position.

What to listen for in candidate response: An ideal candidate would describe how the length of a sprint helps a Scrum team maintain focus and successfully accomplish tasks within a reasonable amount of time.



What is the purpose of a retrospective?

Purpose of the question: This question can be asked to test the candidate's ability to evaluate obstacles and successes.

Purpose of the question: Top candidates would explain how they used a retrospective to learn and grow as a team member in their previous job.



What is velocity?

Purpose of the question: This question can be asked to understand how much the candidate knows about the basics of Scrum.

What to listen for in candidate response: Listen for the specific terms which explain velocity in Scrum.



Explain zero planning.

Purpose of the question: By asking this question, you can evaluate a candidate's understanding of zero planning and its important functions.

What to listen for in candidate response: An ideal candidate would describe their personal experience with zero planning and how you successfully prepare for projects.



What is the difference between Agile and Scrum?

Purpose of the question: This question is designed to see how much a candidate understands about the styles, as this shows how well will they function in a Scrum environment.

What to listen for in candidate response: Listen for the specific terms which explain the differences between Agile and Scrum, top candidates would also discuss their experience working in both.



What is the function of stand-ups?

Purpose of the question: This question can be asked to understand the candidate's time-management and planning skills.

What to listen for in candidate response: Listen for the specific terms which explain the functions of stand-up.



Why is product backlog important?

Purpose of the question: An interviewer can ask this question to learn about the candidate's critical thinking skills and ability to define goals and steps clearly.

What to listen for in candidate response: Top candidates would explain why they believe why product backlogs are important, while discussing their experience of how they planned and used it to work through a project successfully.



What is a user story?

Purpose of the question: Developing an effective user story is crucial to this job function, as it helps in understanding the client's needs. Hence this question can be asked to test candidates' understanding of the same.

What to listen for in candidate response: An ideal candidate would share their experience when they helped devise a user story and its results.



How would you determine the success of Agile in your company?

Purpose of the question: Since there are no fixed metrics or indicators to measure how Agile is working, hence this question can be asked to analyze the candidate's take on the same.

What to listen for in candidate response: Top candidates would list out their choice of indicators along with the reason to choose them.

Situational Interview Questions to ask Scrum Master



What is the most complex issue you have faced in your while working in a team?

Purpose of the question: By asking this question the interviewer can test the candidate's technical analysis, problem-solving, and troubleshooting skills.

What to listen for in candidate response: Top candidates would explain what were the problems they faced and how did they overcome them.



What are the interpersonal skills you have gained from your previous job as a Scrum Master?

Purpose of the question: This question is designed to learn about what types of interpersonal traits a candidate has that could enhance their job capabilities at their company.

What to listen for in candidate response: Top candidates would show evidence of self-awareness, by discussing their previous experiences.



What is one of your proudest moments as a Scrum Master so far?

Purpose of the question: This question is designed to understand and gain insight into how a candidate thinks and feels within the context of their field.

What to listen for in candidate response: Top candidates would describe what was achieved in the project and how does it stack up with what your company does.



How do you handle pressure if you are equipped with multiple tasks at a time?

Purpose of the question: This question is designed to test the candidate's management skills.

What to listen for in candidate response: Look for evidence of management qualities related to project planning and execution.



Is there any new technology that you have learned recently? And where did you imply them on?

Purpose of the question: Being updated with the latest trends in the market is a sign of a top candidate.

What to listen for in candidate response: Look for evidence of the understanding of the new trends in the candidate.



What challenges are you looking for in this position?

Purpose of the question: The question is designed to understand and determine what the candidates are looking for in their next job and whether they would be a good fit for the position being hired for.

What to listen for in candidate response: Top candidates would discuss how they would like to be able to effectively utilize their skills and experience if they were hired for the job.



Why do you want to work at our company as a Scrum Master?

Purpose of the question: This question is designed to know what kind of information does the candidate has about your company culture and what has excited them to join your organization.

What to listen for in candidate response: Listen for the detail about what has driven the candidate to work for your organization.



What does effective cybersecurity look like to you? How do you measure it?

Purpose of the question: Since software developers rely on a combination of technical knowledge and transferable skills to be successful. Therefore it is important for an applicant for this role to show the required skills.

What to listen for in candidate response: Look for evidence of the required skills for this job role.



What are your salary expectations?

Purpose of the question: This question is helps in understanding what the market is currently paying for certain qualifications, experience, and skills.

What to listen for in candidate response: Top candidates would give the range of salary they expect.



Do you have any questions for us?

Purpose of the question: The question is designed to know how interested the candidates are in your company.

What to listen for in candidate response: Top candidates would ask questions and show interested in the job and company-related details.

Start Optimizing your Scrum Master Hiring today

Find and hire talent with confidence. If your candidate doesn't know the answer to the above questions and you're hiring for a **Scrum Master**, then they're obviously not a great fit.



Prepared and Curated by Xobin Team