100 Scrum Master Interview Questions: Coaching & Servant-Leadership

Q1: How do you coach a team to be self-managing?

A: Gradually reduce dependencies, promote ownership, and facilitate decision-making.

Q2: What is servant leadership in the Scrum context?

A: Leading by serving others, removing blockers, and enabling team growth.

Q3: How do you help teams embrace Scrum values?

A: Role modeling, coaching conversations, and retrospective techniques.

Q4: How do you handle team conflict?

A: Facilitate open dialogue, identify root causes, and mediate through coaching.

Q5: What coaching models do you use?

A: GROW, ORSC, Clean Language, Systemic Coaching.

Q6: Describe how you build psychological safety in a team.

A: Encourage vulnerability, acknowledge failure as learning, and create a blame-free space.

Q7: How do you coach a Product Owner?

A: Guide them in value-based prioritization, stakeholder engagement, and backlog clarity.

Q8: What do you do if a team repeatedly misses its Sprint Goal?

A: Inspect the cause, address impediments, and coach on planning realism and focus.

Q9: How do you coach without authority?

A: Use influence, trust, facilitation skills, and coaching stances.

Q10: Whats your approach to building high-performing teams?

A: Foster trust, clarify roles, encourage ownership, and coach continuous improvement.

Q11: How do you coach a team to be self-managing? [Variant 11]

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