100 Scrum Master Interview Questions: Organizational Change & Agility

Q1: How do you influence leadership to support Agile?

A: Use data, storytelling, and stakeholder empathy to align Agile with business outcomes.

Q2: How do you deal with resistance to Agile?

A: Understand concerns, empathize, educate, and pilot change safely.

Q3: What metrics do you recommend tracking?

A: Flow efficiency, team happiness, cycle time, lead time, defect rate, value delivered.

Q4: How do you handle non-Scrum roles interfering with the team?

A: Educate stakeholders, protect the team, and build boundary agreements.

Q5: How do you scale Scrum?

A: Use frameworks like Nexus, LeSS, or SAFe with emphasis on empirical scaling.

Q6: How do you mentor junior Scrum Masters?

A: Through shadowing, reflective debriefs, role-plays, and coaching practice.

Q7: How do you align multiple teams on shared goals?

A: Facilitate cross-team planning, shared reviews, and product visioning.

Q8: What is your experience with Agile transformation?

A: Includes coaching, training, stakeholder engagement, and system improvement.

Q9: How do you evaluate Scrum Team maturity?

A: Based on self-management, delivery consistency, collaboration, and metrics.

Q10: What is systems thinking in your role?

A: Understanding how organizational elements interact and addressing root-level issues.

Q11: How do you influence leadership to support Agile? [Variant 11]

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