



## Beginning

**1. Are you from (*current city*) originally?**

Note: Once the candidate answers, initiate small talk about the city, traffic, weather, etc. Offer personal info as well. *Ex.* I grew up in...

**2. Are you still with (*current employer*)?** Skip if currently unemployed. Ask about their prior job instead. *Ex.* How long were you with (*company*)?

**3. What's the work culture like there? I've always been curious.**

**4. Well, I'm certainly glad we're on your radar. But I do have to ask, what has you thinking about making a transition?** Dig deeper into this question. *Ex.* If their answer is because of a boss or coworkers, ask for details. *Ex.* If the answer is money, ask if they requested a raise and/or what made them feel undervalued.

## Middle

**5. What does the *perfect* work environment look like to you?**

**6. What are the top two or three things that you're looking for in your next role and company?**

**7. Career-wise, what are you most proud of?**

**8. What did you like most about working for (*current/prior employer*)?**

**9. Given the task, how would you have made them a more efficient company?**

**10. Who was the best boss you've ever had and why? What about the worst?**

## Close

**11-13. Job-specific questions.** Choose questions that are specific to the role or industry. Ones that require insider knowledge to answer. *Ex.* What temperature do you typically cook your rare steaks to before taking them off the grill?

**14. What challenges do you see in our industry ten years from now?** Offer insight or thoughts of your own.

**15. What questions can I answer for you?**