



SAMPLE INTERVIEW QUESTIONS

Who are you?

- Tell me a little bit about yourself. What is your background? How did you arrive at the company? How long have you been here for? What are you passionate about?
- What's your role within the company? (official title, responsibilities, recent projects, people you primarily work with)

Happiness

- Why did you join the company?
- What do you enjoy most about being a part of the company?
- What's the most challenging aspect?
- Are you happy here?
- What frustrates you? What would have to change at the company for you to be happier?
- Have you ever considered leaving?
- What are you most proud of being a part of the company?

Organization

- What do you believe the company's purpose is as an organization?
- What do you believe the company's vision is an organization?
- What are the company's core values?
- What do you think the company does really well? (Strengths?)
- What are things you feel the company does not do well? (Weaknesses?)
- Describe the company organizational structure.

Communication + Feedback

- How would you describe the CEO's leadership style?
- How open / receptive do you see the leadership at the company to feedback on what could be better?
- Have you ever chosen to hold something back and not say something? Do you feel you can be 100% honest in communicating feedback to others? To what extent?
- Is there anything unspoken at the company?

Relationships

- Who would you say you're closest to at the company? Why is that?
- Describe your relationship with ____.