

# Questions to Ask During an Interview

1. Understand how they view people.
  - a. How do you refer to your employees?
2. Understand how success is recognized.
  - a. In your organization, what does it mean to do great work?
  - b. What does great work look like?
  - c. What happens to those who have done great work in the past?
  - d. Why does your organization reward good work?
3. Understand how the organization deals with failure and appreciates learning.
  - a. How do people fail in your organization?
  - b. Why do people fail in your organization?
  - c. What does the organization do when a person fails?
4. Understand how decisions are made.
  - a. Who makes decisions for the organization?
  - b. How are decisions made in the organization?
  - c. How are decisions affecting the organization communicated?
  - d. When are they communicated?
5. Understand the organizational leadership.
  - a. How do people describe your leadership style?
  - b. How would you describe your leadership style?

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