



Reference Checking Question Bank

Is this person a team player or does he or she excel by working alone?

What areas of development were communicated to the candidate and how did he or she respond?

Is there any reason that I should not hire this person?

Based on your experience, would you rehire this person?

What are the candidate's biggest strengths and weaknesses?

Did the candidate get along with their co-workers and management?

Tell me what it's like to work with the job candidate.

What advice can you give me to successfully manage the job candidate?

What else do I need to know about the job candidate that I didn't already ask?

Did you evaluate (name's) performance?

Can you speak to her/his strong and weak points?

What was noted as needing improvement during this performance review?

What was (name's) biggest accomplishment while working for your organization?

How would you describe the candidate's reliability and dependability?

What type of work environment do you think the candidate will most likely thrive in and why?

What skills would you have liked to see the candidate develop to reach their full potential?

What is the one thing that you might worry about that is/was left sitting on the candidate's desk?