



## Reference Questions

Please describe your professional relationship to this candidate.

How long have you directly supervised their work?

Can you describe their responsibilities and significant accomplishments?

In what areas did they develop most while under your supervision?

Why are they no longer with the company?

How would you compare their work to others in similar roles?

How would you assess their ability to handle stress and meet deadlines?

What work culture is the best fit for this person?

What strengths does this candidate display as an employee?

What areas of improvement could you help identify?

Can you provide any other thoughts or ideas that might help us best understand and appreciate this candidate?