



Sample Reference Check Questions

Begin your reference check by asking the reference questions regarding the candidate's skills and experience. Then ask the following questions to determine cultural fit.

Why did _____ leave your company?

Would you re-hire _____?

How does _____ handle conflict?

What frustrates _____?

How does he/she show their frustration?

What is your advice on how to best manage _____?

What would I need to watch for (this question is intentionally open ended)?

Is there anything else that I should know?

Thank you for your time and insights. This is very valuable information for me to make the best decision.