

WizeHire Reference Check Interview

This interview should last 15-30 minutes.

The purpose of a reference check is to validate what you've learned in previous interviews and gain further insights. Don't hesitate to interrupt and ask follow up questions. You want clear answers and facts to support answers.

Questions:

1. How long did you manage them?

FOLLOW UP: What were their job responsibilities?

2. No one's perfect. What are their areas for improvement?

FOLLOW UP: Did they have any performance issues? Do you have an example?

3. What was their biggest accomplishment while working for you?

FOLLOW UP: Who did they work with on that? How did that impact the business?

4. How would you describe their ability to work with a team?

FOLLOW UP: Did they clash with a specific team or team member? Do you have an example?

5. Would you re-employ them if you had the opportunity?

FOLLOW UP: Why do you say that?

WRAP UP: Thank you for your time and honesty. Any final thoughts you want to share?