Reference Questions

- What was (candidate’s name) title and job responsibilities?
- Why did (candidate’s name) leave?
- How would you rate (candidate’s name) performance?
- What are (candidate’s name) strengths? Weaknesses?
- Did (candidate’s name) get along well with management and co-workers?
- When working with a team was (candidate’s name) an effective contributor to that team?
- How does (candidates’ name) respond to adversity?
- Please describe (candidate’s name) ability to perform during an emergency?
- In what areas does (candidate’s name) excel?
- In what areas does (candidate’s name) need improvement? Has this information been provided to them?
- Would you recommend (candidate’s name) to work at the University of Cincinnati? Why or why not?
- Any other information you would like to share with me?
- What is your relationship with (candidate’s name)?
- When you think of (candidates name) how would you characterize him/her overall?
- How would you characterize (candidate’s name) as a leader?
- How would (candidate’s name) team or previous team describe them?
- Describe (candidate’s name) strategic capability?
- Please list any ways (candidate’s name) has shown a commitment to diversity or affirmative action?
- Describe (candidate’s name) ability to establish strategic external relationships?
- Describe a time when (candidate’s name) was responsible for growth?
- How does (candidate’s name) handle stress/pressure?
- Is there anything I haven’t asked that you would like to share with me?
- Would you rehire/work with (candidate’s name) again?