

## Sample reference questions

- What was this person's role with your organization and what was your relationship?
- What was it like to work with this individual?
- What are this individual's greatest strengths?
- What were this individual's areas of opportunity while you worked together?
- Why did this individual leave your organization?
- How did this individual handle challenges?
- If you could work with this individual again, would you?
- Was there anything you were prepared to tell me about this individual that I did not ask?