



50 culture- hitting questions to ask during a job interview

for job seekers

These are over 50 “culture-hitting” questions I wish I would have asked the interviewer during the interview process.

May you find a company that appreciates all of you. A culture that ignites and excites you - a job that aligns you with your higher purpose and greatest joy. May all your needs be met, and you are showered with abundance and prosperity as you reach and achieve your goals.

P.S. don't feel the need to ask ALL the questions at once or to one single interviewer. Pick the ones that vibe with you the most. You got this!

C u l t u r e C i r c l e . c o

Leadership


- What type of leadership training have leaders had and how often do they engage in training, coaching, or leadership development workshops?
- What are the leadership team's priorities?
- How are leaders held accountable?
- Do your leaders tend to be proactive or reactive? Can you give an example?
- Are there any leaders that you currently have that if you had the chance to hire again, you wouldn't? Why?

**5 questions
to ask
leadership
during a job
interview**



5 questions to ask management during a job interview

Management

- How do you know if your managers are successful?
 - What is the onboarding process for managers and what kind of ongoing development training do they receive?
 - What qualifications are needed to become a manager here?
 - What happens if a manager leaves?
 - Are managers empowered by leadership to manage up and down or do they get caught in the frozen middle?
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6 inclusion questions to ask during a job interview

Inclusion

- Which is the bigger priority right now: Inclusion or Diversity?
- What type of inclusion initiatives have been implemented in the past 90 days?
- What happens if an employee feels excluded?
- Do you have an inclusion roadmap?
- What steps are taken to address if there is a bias in a program or process?
- Are you currently working with any outside partners on inclusion initiatives?



Diversity

5 diversity questions to ask during a job interview

- What does a diverse culture look like at [company]?
- What tactical steps have you taken to focus on diversity?
- Do you have a strategy to achieve the type of diversity you are looking to attract at [company]?
- What is one area of diversity you would like to improve, and why?
- If diversity failed at [company], what would be the reason?

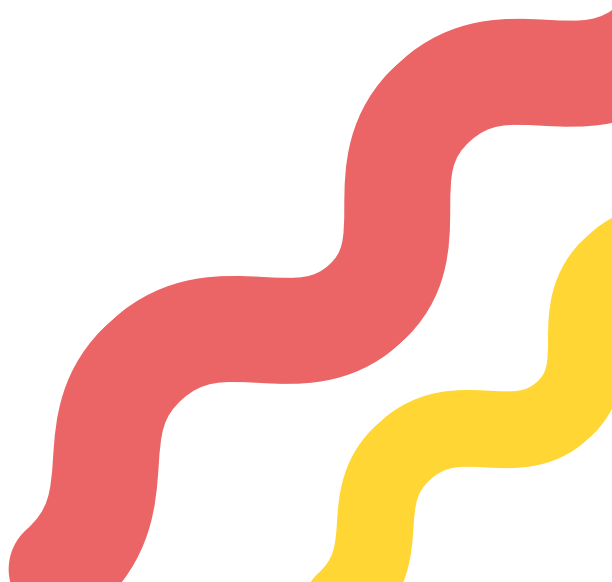




5 equity questions to ask during a job interview

Equity

Definition: *Equity: the quality of being fair and impartial.*

- Has [company] always focused on Equity?
 - How do you balance Equity with performance and promotions?
 - How are leaders within the company held accountable to the Equity standards and goals?
 - What is the process for determining an employee's Equity within the company?
 - Have you faced challenges with Equity in the past? If so, what were they, and how did they get resolved?
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Culture

What is the most significant change you've noticed within the culture?

Do you have a change management process?

How do you gather feedback on the culture? What happens with that information?

If you could change one thing about the culture, what would it be?

What has been the biggest culture-shift in the past 90 days?

What kinds of things do you do to invest in the culture?

What three descriptive adjectives would you use to describe the culture?

7 culture questions to ask during a job interview

What is culture?

Culture is an evolving survival mechanism that consists of thoughts, beliefs, actions, and responses that people use to achieve mutually satisfying goals within the workplace.



Health Benefits

- What % of premium do you cover for employees and dependents?
- When does coverage start?
- Do you cover partners?
- When is open enrollment, and what kind of plans do you have?
- Are your benefits managed in-house or via a broker?
- Do you offer Short Term Disability and Long Term Disability?
- When people are let go, what happens to their coverage?
- Do the health plans cover holistic services such as chiropractic, acupuncture, or homeopathic care?
- Do you have an EAP? (employee assistance program)

9 health benefits questions to ask during a job interview

Pay & Performance

6 pay + performance questions to ask during a job interview

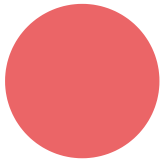
- How is the rate of pay determined?
- On average, do men or women make more at [company]?
- How often do employees get raises?
- How will I know if I'm meeting expectations?
- What happens if I make a mistake?
- Do you use performance improvement plans here? If so, what is the process?
- Will my manager help me understand how my contributions map to the company's overall strategies and goals?'



7 COVID questions to ask during a job interview

COVID-19

- When COVID hit, how did the company respond?
- Were people laid off or furloughed? If so, what was the process and how were the communications handled?
- Looking back on it all, would anything be done differently? If so, what?
- Do you offer 100% remote solutions for employees unable to come into an office?
- Do you have an internal or external mental health and wellness resource your employees can access?
- You mentioned layoffs. Do you stay in touch with the employees who were let go?
- Does your company use annual rolling layoffs as a way to balance Operational Expenditures (OpEx) and solve for performance issues?"



7 promotion + training questions to ask during a job interview




Promotions + Training

- How do employees get promoted?
- Does the path to promotions come with clear expectations?
- What would be a reason someone doesn't get promoted?
- Who makes the final decision for the promotion?
- Are more women or men promoted?
- What trainings have employees had access to in the past 90 days?
- Are work-related trainings reimbursed?



6 childcare + parents questions to ask during a job interview


Childcare + Parents

- What is the parent demographic at [company]?
 - Do you offer any childcare resources (paid or unpaid)?
 - Do you have a COVID plan for parents?
 - Do you provide any parenting-life-work-balance resources?
 - In what ways have you supported your parenting demographic at [company]?
 - What has been the most significant need expressed by the parenting demographic?
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6 parental leave questions to ask during a job interview

Parental Leave

- What is your leave policy?
 - When was the leave policy last updated?
 - Do you have any resources for expecting parents?
 - How do you assist with returning to work transition?
 - Do you offer fertility or doula benefits?
 - What % of parents who take leave stay with the company beyond the first year?
 - When someone goes on leave, what happens to their workload?
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