

Reference Checks: What to ask referees?

Tom Watt's from Clicks IT Recruitment gives us his key questions to help take your reference checking to the next level

10 Questions to ask referees for real insight

1. How well did the candidate work in their team? Tell me about the team itself, what the candidate worked on, how they contributed to the team and how they fit into it.
2. What sets this candidate apart from people who you worked with in similar roles?
3. What quality or skills of the candidate had a positive impact on the organisation and/or their co-workers?
4. If the opportunity arose, why would you re-hire (or decline to re-hire) the candidate?
5. Can you tell me about the candidate's communication skills? Not just how well they spoke to others, but their capacity to listen.
6. Why did the candidate leave their role at your organisation?
7. What was your professional relationship like with the candidate? And how did it evolve during the time you worked together?
8. What was the candidate's impact on your company? What unique skills, knowledge and competencies did they bring to the table to improve business?
9. What were some of the candidate's biggest achievements while working at your organisation?
10. Why should I hire this candidate?



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