**Programming**

Pairing practices?

TDD practices?

Tech stack?

Agile practices? How long are sprints? Etc

What do you do to ensure quality? (e.g., code reviews, testing)

What is your code review process?

**Business**

What are your pain points?

What opportunities for growth do you have? (promotions, etc)

What is your attrition rate?

Why is this position open? (someone left, department grew, etc)

Where do you see the department in two years?

How does your team gather and make sense of external feedback? Do employees have access to end users?

What is the business’ financial outlook?

**Culture**

What have you been doing to help your employees during the COVID crisis?

What is your culture like? How do you foster it on a remote team?

Is the entire team remote or just some members?

Is there a formal or informal mentorship program in your company?

Can you give me an example of how this team collaborates?

Are you familiar with the concept of a "blameless post mortem"? Does your company or team use this style of post mortem?

What is one thing that you find rewarding about your job?

What do you like most about working for this company?

If you could change one thing about this company, what would you change?

What are your biggest challenges as a manager these days? What are you currently doing to overcome them?

Are you involved in the development community at all? If so, how? (user groups, etc)

When is the last time you took PTO and for how long? (this is an especially good question for places with “unlimited” PTO)

**Professional Development**

What do you do for your employees in terms of Professional Development and continuing education (books, conferences, etc). Is time provided during work for this or is it expected to be on an employee’s own time?

What is the process to buy a $50 book? (this shows 1] if they actually trust you to get professional development materials and 2] how much time they will make you waste on expense reports)

What is the process to get a ticket to a conference?

What is the process to get a hotel and/or flight for a conference, remote onsite, etc?

If speaking at a conference, does an employee have to use a PTO day or do you consider it more PR for your company and count it as a work day?

**DEI**

Diversity on the team and in the company?

When is the last time you hired a member of an underrepresented group?

When is the last time you promoted a member of an underrepresented group?

When is the last time a member of an underrepresented group left?

Are you actively seeking out members of underrepresented groups?

Are there groups within the company that help members of underrepresented groups have a voice?

**Role Questions**

What’s a typical day/week look like?

What does a \*bad\* day look like? (We know what good days look like, and we’ve asked about average days. Tell us what it looks like when it hits the fan)

What does success in this role look like? At 6 months, 1 year, etc.

Tell me more about the project

Is there an on-call? If so, how often are team members on-call? How often are they actually paged?

**Wrap up**

Next steps?