

## CHEAT SHEET:

# WHAT SHOULD I ASK IN AN INTERVIEW

### Austin's Go-To's

- What is the biggest challenge you are facing right now?
- Let's say that in one year, you are looking back on this hire. What has that person done to exceed expectations on every level?
- What is the most unexpected lesson you've learned while working here?
- Tell me a little bit more about yourself. What do you like to do outside of work?



**Austin Belcak**

Founder,  
Cultivated Culture

### Process Oriented

- Where do your processes fall on a scale of complete startup to large tenured corporation?
- Is there a lot of red tape, or do you find yourself walking over to a colleague's desk and working through the issue right then and there?
- What fraction of your time is spent building new things versus maintaining old ones?
- How would you say your time is broken out on a daily basis (i.e. meetings vs. emails vs. analysis vs. daily tasks, etc.)?

### Culture

- What's one thing you really like about working at the company? What is one thing you'd like to improve, and what is being done to improve it?
- Can you give me some examples of how the company's core values are reflected day-to-day?

### Growth Opportunities

- What is the onboarding or mentoring process like for new hires?
- What opportunities have you had to work with different people and projects during your time here?
- What opportunities will I have to take on new projects outside of my immediate job description?
- How is knowledge shared and documented across projects?
- What kind of training opportunities will I get?

### Current Challenges

- What are the biggest obstacles to this company becoming massively successful?
- What are the current priorities and focus areas at the company?
- Where would I be able to add the most value?
- What would I be able to do to make your job easier?