

TURN THE TABLES

15 Questions Candidates Should Ask in EVERY

01

Why is this position open—new role or replacement?

02

Can you provide references from current employees I can speak with?

03

What does success look like in this role after 6 months? 12 months?

04

What's your team's turnover rate in the past year?

05

Describe your most successful employee and what makes them thrive here.

06

How does leadership handle critical feedback from employees?

07

Can I speak with someone who's been on this team for 2+ years?

08

What does the staff do for lunch? (reveals work-life balance)

09

How many people have been promoted internally in the past year?

10

What professional development opportunities exist?

11

Why do people leave this department or company?

12

What are the biggest challenges facing this team right now?

13

How would you describe the company culture in three words?

14

What keeps your best employees here long-term?

15

If you could change one thing about working here, what would it be?

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Turn the Tables: Why Candidates Should Interview Companies Just as Rigorously as Companies Interview Them

I recently came across a fascinating Twitter discussion that sparked over 80K retweets and nearly 500K likes—and it's a conversation worth having here on LinkedIn.

The original post by @hodayum raised a simple but powerful question: **Why don't candidates ask companies for references from satisfied employees before accepting an offer?**

After all, employers routinely check our references. Why shouldn't we do the same?

The thread exploded with brilliant suggestions for questions that flip the traditional interview dynamic. Here are some of my favorites:

Questions About Culture & Environment:

- "What does the staff do for lunch?" (*reveals work-life balance and team dynamics*)
- "Why is this position open?" (*new role vs. replacement tells you everything*)
- "How does leadership handle employee feedback when it's critical?"

Questions About Success & Growth:

- "What does success look like in this role after 6 months? 12 months?"
- "Can you describe your most successful employee and what makes them thrive here?"
- "What professional development opportunities exist?"

Questions That Reveal Red Flags:

- "What's your turnover rate for this department?"
- "Can I speak with someone who's been in this role or on this team for 2+ years?"
- "How many people have been promoted internally in the past year?"

The Power Move:

"Would you be willing to provide me with references—employees I can speak with about their experience here?"

One user brilliantly suggested using LinkedIn to message current employees directly to ask about their experience. In today's transparent world, this isn't being pushy—it's being smart.

As someone who's spent 25+ years in recruiting, specifically in the Microsoft Dynamics and NetSuite space, I can tell you that the best hires happen when both parties are carefully interviewing each other. The companies that get defensive? That's usually a red flag worth noting.

Bottom line: A job interview isn't an interrogation—it's a mutual evaluation. If you're not comfortable asking tough questions, you're probably not comfortable enough to work there.

Full credit to the original Twitter discussion started by @hodayum and the story written by Edvinas Jovaišas that captured this important conversation.

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