

8 questions you should ask when hiring someone

by Esther Perel



Each of us comes to work with a relationship education that shapes the way we interact with others. Do we lean towards taking charge, or following instructions? How do we manage disagreements? Do we ask for help when confronted with a problem, or go at it alone? Are we decisive, or do we err on the side of cautiousness?

The answers to these questions inform how we relate to our bosses, employees and colleagues, but you won't find them outlined on anyone's resumé. Too often, we're left to hire people without understanding the relational habits that guide their interactions.

The following questions are meant to help you gain more insight into the relational styles and skills in a potential new hire:

- 1 Tell me about a time you reached a consensus and forged a path forward after having a disagreement with a teammate.
- 2 What do you do to ensure that your team collaborates effectively together? How do you make sure that everyone's voice is heard?
- 3 What is the best piece of advice you ever received?
- 4 If you had to describe your background in 5 sentences what would you say?
- 5 How do you handle conflict within a group or a team? Do you tend to approach it head-on, or are you more likely to avoid it?
- 6 What qualities do you bring that add value to a group or a team?
- 7 What do you need from others on your team in order to succeed?
- 8 How do you see the role of praise and criticism in your work?

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About Esther Perel

New York Times bestselling author Esther Perel is recognized as one of today's most insightful and original voices on modern relationships. As a psychotherapist, Perel has helmed a therapy practice in New York City for more than 35 years. In parallel, she serves as an organizational consultant for Fortune 500 companies around the world. Fluent in nine languages, Perel's celebrated TED Talks have garnered more than 28 million views and her bestselling books have been translated into nearly 30 languages.

Perel is an executive producer and the host of the award-winning podcast *Where Should We Begin?*. Her new podcast, *How's Work?*, focuses on workplace dynamics and the invisible forces that shape them. Listen to *How's Work?* exclusively on [Spotify](#) and learn more at estherperel.com/how-s-work.

About Culture First

Culture First: Stories for a better world of work is a podcast by Culture Amp, the People & Culture platform.

Join host Damon Klotz as he dives into heart-to-heart conversations with well-known and underground culture experts, and hear stories of trials and triumphs by people who are leading the culture first revolution.

To hear Work Culture Evangelist Damon Klotz's conversation with Esther Perel check out The Culture First Podcast, and be sure to subscribe.

