

Interview questions you must ask to spot employer red flags [Corrected 07/12/2021]

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FULL TEXT

Keep in mind the hiring process is your opportunity to research and understand the kind of work experience you can expect with a new employer. Ask questions that will provide insight into what matters most to you in a new work situation, such as:

Why is this position open? Is this a new position created because of growth, or would I be replacing someone who has left? What is the turnover for this role? High turnover should be a red flag. It could be the result of misalignment between stated job responsibilities and actual expectations on the job, or possibly a difficult manager. If it is a new position, ask how it supports the overall company goals, as well as how success in the role will be defined.

What was/is your return-to-office plan? Do employees have flexibility in how and when they return? Organizations that value their employees and want to retain them will fully consider their return-to-office preferences.

What is your approach to work-life flexibility? Is this a company-wide policy or is it determined by each manager?

Healthy workplaces recognize that people have multiple roles they juggle on a daily basis? employees, parents, caregivers, partners, volunteers and more. Ask questions to determine the flexibility a company will offer you.

What resources and benefits do you offer to support employees? Organizations that prioritize their employees support well-being from multiple angles to meet employees' individual needs. Look for mental health resources, discounted rates for nearby fitness centers, multiple forms of family leave and flexible scheduling for childcare needs.

How do you encourage employees to recharge? Listen carefully to see if personal time off is not only available but encouraged. Healthy workplaces value PTO as essential for employees to recharge and avoid burnout.

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