# Employer Interview Debriefing Questionnaire

This is where you have an opportunity to find out how the interview went from the client's perspective. You also get to find out if there will be a second or third interview and if an offer will be on the table. You always want to ask open-ended questions:

- How did the interview go?
- How did the candidate match technically with the requirements?
- What was your impression of his/her ability to establish a good rapport during the interview?
- Was the candidate professional in their approach?
- Would the candidate fit well in your team?
- Did you find them able to handle conflict, difficult behavior and tough work situations?
- Tell me why this candidate will or will not be a good fit?
- What did you like best about the candidate?
- What do you feel will be a challenge for this candidate?
- Did the candidate convey ability to tackle new challenges with confidence?
- Do you feel the candidate will deal well in stressful situations?
- Do you feel the candidate has the organizational abilities required to handle multiple projects?
- Do you feel the candidate will render effective client service?
- Do you have any questions or need any additional information about the candidate at this point?
- Are you ready to make an offer?