

## Leadership & Team Dynamics

- How does this team collaborate with other teams?
  - When priorities shift, how are decisions made and communicated?
  - Can you tell me about a time this team's input directly shaped a company initiative?
  - How are leadership and innovation encouraged across different levels?
  - What qualities do you value most in senior leaders here?
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## Communication & Transparency

- How often do cross-departmental meetings or updates happen?
  - What does transparent communication look like at this company?
  - How are blockers or challenges typically surfaced and resolved?
  - How is feedback given—both up and down the org chart?
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## Department Philosophy & Impact

- How does success get measured beyond [lead generation]?
  - What's the balance between [brand awareness] and [performance marketing]?
  - How integrated is [this department] with [other team] and [other team]?
  - How much autonomy does this role have in experimenting with programs?
  - How does the company ensure alignment between [department] and [department] goals?
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## Work Culture & Support

- What's the company's approach to remote, flexible, or hybrid work? Do you see that changing?
  - How do teams celebrate wins or handle setbacks?
  - How does the organization invest in professional development for staff?
  - How would you describe your management philosophy or leadership style?
  - What do you like to do in your free time?
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## Alignment Check

- What type of person tends to thrive here?
- What have been the biggest lessons the company's learned as it's grown?
- If I were to join, what would success look like six months in?
- How would you describe the company's culture in three words?
- What's something people often misunderstand about your company culture?
- If you had a magic wand, what would you change about this department/company/processes, etc?
- What was the primary area the company identified to work on in your last pulse survey?
- What types of processes are in place to help team members be successful?
- What does onboarding look like?