
TABLE 12.5 | Sample Interview Questions for Underrepresented Employees

1. What do you like about the culture of this organization?
 2. What do you find difficult about it?
 3. What did you expect to find when you came to work here? What was your biggest surprise? Biggest joy? Biggest disappointment?
 4. What kinds of experiences made you feel welcome in this organization? Unwelcome? What did you do to help the situation?
 5. What is your professional goal? What do you hope to achieve here?
 6. How has this organization helped you toward your goal? How could it help more?
 7. Have you ever felt it was a mistake to come to work here? If so, what made you feel this way?
 8. How have you been treated by bosses and co-workers (both good and bad news)?
 9. How do you get along with people of other groups in the workplace?
 10. On a scale of 1 to 10, how much do you feel a part of the organization? What needs to happen to make you feel more a part of it?
 11. What is the most important thing the organization can do to help you do your best here? What can you do?
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