

Reference Check Guidelines

A reference check is an interview of an applicant's former employer or colleague. It is important to be prepared with questions before calling a reference and to listen carefully for what is and isn't said in response to specific questions. If the individual being interviewed provides a vague or ambiguous response, be flexible and explore the issue. Always start by telling the reference:

- Your name
- The name of the organization, the name of the applicant, and the job title of the position the applicant applied for
- The applicant authorized you to inquire about his/her previous employment and to call former supervisors, including this reference
- The conversation will probably take about 10 minutes (if now is not convenient, schedule a time to call back)
- The information will be kept confidential and not shared with the applicant

Questions

1. On his/her application, [Name of Applicant] indicated that he/she worked for your organization. Could you confirm starting and ending dates of employment?
2. What was your understanding of the reason [Name of Applicant] left the organization?
3. Could you confirm [Name of Applicant]'s starting and ending salary?
4. What was [Name of Applicant]'s position at the time he/she left the organization? Can you describe the job duties and responsibilities?
5. If I read the description of the position that [Name of Applicant] included on his/her resume, could you confirm whether the job title and description match your understanding of the position [Name of Applicant] held at [Name of Organization]?
6. What other titles did [Name of Applicant] have during the time he/she was employed by your organization? Was he/she ever promoted, transferred, demoted? If yes, what were the other positions?

Reference Check Guidelines

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