

Template 7: Sample Reference Questions (for Leadership Position)

Reference checks for a leadership position in a nonprofit organization should focus on assessing the candidate's ability to lead, manage, and inspire within the unique context of a mission-driven environment. Following are some reference check questions you may wish to consider for a leadership position.

- Can you confirm the candidate's previous role and responsibilities within your organization?
- How would you describe the candidate's leadership style?
- In what ways did the candidate demonstrate their commitment to the mission and values of your organization?
- Can you provide examples of how the candidate motivated and inspired their team to achieve organizational goals?
- How did the candidate handle challenges or conflicts within the team or organization?
- Can you speak to the candidate's strategic vision and their ability to develop and execute plans to achieve long-term objectives?
- How did the candidate engage with stakeholders, donors, and partners to further the organization's mission?
- Can you describe any instances where the candidate demonstrated effective decision-making in high-pressure situations?
- Can you discuss the candidate's ability to foster a positive and inclusive organizational culture?
- What areas for growth or improvement would you identify for the candidate in their future leadership roles?
- How did the candidate manage resources, including budgeting and fundraising efforts, to support the organization's mission?
- Can you share any specific accomplishments or successes that the candidate achieved during their tenure in your organization?
- How did the candidate prioritize and manage competing demands and responsibilities?
- Can you describe the level of collaboration and teamwork the candidate fostered within their team or across departments?
- Lastly, would you rehire the candidate for a similar leadership position, and if so, why?