

Permissible questions that may be asked
of former employers when checking applicants references:

1. Do you know applicant _____?
2. How long have you known _____?
3. How do you know _____, or in what capacity have you known _____?
4. How did _____ perform in this capacity?
5. How would you describe _____'s performance in handling many different projects at the same time?
6. How would you rate _____'s performance in handling many different projects at the same time?
7. What would you say are _____'s best skills?
8. What would you say are _____'s weakest skills?
9. Do you know why _____ left his/her previous employment?
10. Would you recommend _____ for this position?
11. On a scale of 1 to 10, with 1 being the lowest and 10 the highest, how would you rate _____'s performance for the position?

Source: Alaska State Commission for Human Rights

