

All of the following questions are examples to get you thinking in the right way.
Each is contextual to the conversation.

Tell me what steps you have taken to find your next role?

Where have you sent your CV in the last month?

What roles have the other agencies spoken to you about?

What are they currently recruiting for where you work?

Talk me through the structure of your current/previous team/department,
who is the X manager?

What internal positions are you considering?

What companies would you most like to work for? Why?

What companies do you not wish me to approach on your behalf? Why?

When was the last time you had an interview? Who was it with? How did it go?

Who is the best manager you have had? Where do they work now?

Who would you use as referees?

Who recruited you into your current/most recent position?

How many people work in [Department Y] at [Company X]?

What contractors/temps are you currently working with?

Who do you know who could do [JOB TITLE] I am currently recruiting for?

Who is the best [JOB TITLE] you have worked with in the past?

My client is looking for 3 people for this position, who have you worked with
in the past that you would like to work with again?