

# A Series of Effective Questions to Ask Healthcare Candidates

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*Job Alignment Questions*

## What are your salary needs for this position?

Despite what some say, discussing salary early is crucial for both candidates and hiring managers. A candidate may be the right fit, but if expectations don't align, multiple interviews could be wasted.



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## What are your expectations for company culture?

Younger candidates, especially Gen Z, prioritize workplace culture. They want to feel confident they're choosing the right environment to build their careers.



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## Where do you live, and how do you feel about the commute?

While many office workers enjoy remote or hybrid schedules, healthcare personnel rarely have that option—making commute and travel a key concern.



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