



Ender Yüksel

10 Questions To Ask In Your Next Job Interview





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# INTRODUCTION

## Introduction

# What to expect from this session?

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You...

(may) have a passion  
care about being agile  
ready for your next career move

I talk about...

what questions to ask  
what clues to look out for  
how to interpret what you hear



# Introduction Who is speaking?

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I am **Ender\***

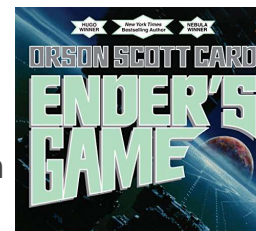
My job is *growing people and teams*, and I love it.

I am here because I believe that *sharing is caring*.



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\*: just like in



 SimCorp



# Introduction Starting with WHY

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We use  
<a popular tool>

We have  
daily stand  
ups

Every team has a  
<a popular role>





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# 10 QUESTIONS

## 10 Questions

1 2 3 4 5 6 7 8 9 10

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How often  
does the team  
receive feedback  
from customers?



# 10 Questions

1 2 3 4 5 6 7 8 9 10

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## How do you motivate people?

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## 10 Questions

1 2 3 4 5 6 7 8 9 10

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What happens  
to the employees  
who make mistakes?  
challenge the status quo?

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# 10 Questions

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

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## How do you measure performance?



# 10 Questions

1 2 3 4 **5** 6 7 8 9 10

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How do  
the senior team members  
spend their time?





## 10 Questions

1 2 3 4 5 6 7 8 9 10

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Can the team  
decide  
their own processes?

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10 Questions

1 2 3 4 5 6 7 8 9 10

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Does the team  
have time  
for improvement ?  
innovation



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## 10 Questions

1 2 3 4 5 6 7 8 9 10

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# How is the team organized?

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## 10 Questions

1 2 3 4 5 6 7 8 9 10

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What happens  
when things go  
wrong?  
(and vice versa)

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10 Questions

1 2 3 4 5 6 7 8 9 10

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# What is your definition of Agile?

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# YOUR QUESTIONS

## Your Questions

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What would be

# your first question

to assess the agility level of your prospective employer?

Go to [www.menti.com](http://www.menti.com) and use the code





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# BONUS TRACK

Related “work”

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## Three Questions to Determine If an Organization Is Agile

### Assess Agile Team Functionality

*Question 1: How frequently do your teams fully integrate their products?*



by Mike Cohn  
65 Comments

#### Tagged:

transitioning to agile, agile manife:  
leadership, ...

### Gauge Leadership Commitment to Agile

*Question 2: How do you respond if there's a crisis or problem that makes a deadline or planned milestone no longer possible to achieve?*

### Uncover Hidden Agile Dysfunctions

*Question 3: Tell me about your best Scrum Master or product owner.*



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Quora



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**How do I identify during a job interview that the company genuinely has an agile mindset?**



Answer



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**LAST  
BUT NOT LEAST**

Beyond questions..

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**Get a chance to ask all these**

**Visiting the trenches (or gemba)**

**Rest of the company, clients**



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THANK YOU!