

Company Name

[Add summary here]

Research questions	Interview Questions
<p>Are they empowered product teams?</p> <ul style="list-style-type: none">• Autonomy -> How will I work with [Head of Product], the founders?• Squads, what does this look like?• How is success defined and performance tracked for shipped work? -> Are they output focused or outcome focused?• How does product work with other functions? The company produces a lot of great content, what is marketing and product's relationship?• Is this project oriented or outcome oriented?• How are engineers and designers included in the discovery process? -> Is this a team sport?	<p>Can you walk me through an example of a recent feature that was shipped and take me through the process start to finish?</p> <p>Listen for:</p> <ul style="list-style-type: none">• Look to answer how that got assigned?• Why this feature?• Who decided?• How is it measured?
<p>Is there capable product leadership?</p> <ul style="list-style-type: none">• How does [head of product] view her role?• How do product decisions get made? -> Who chooses what gets worked on next? How	<p>I'd love to understand your view of the product and the product team—what are your current priorities for the team?</p>

<p>does prioritization happen? Is it problem/outcome oriented or feature oriented?</p>	<p>Listen for:</p> <ul style="list-style-type: none"> • How did these get made? • What was the process to get there? • Who was involved?
<p>How does leadership view their own roles?</p> <ul style="list-style-type: none"> • Who is on the board? How are they involved? (especially at a smaller company) • Are they pushing decisions downstream where other people have more knowledge or are they trying to make the decisions? 	<p>Can you tell me about a recent change that has happened at the company level as the team has grown?</p> <p>Listen for:</p> <ul style="list-style-type: none"> • What was the change? • How was the change approached? Who was involved? • How did the change get communicated? • Why did the change happen? Was it driven by data, feedback, something else?
<p>How do disagreements/debates happen?</p> <ul style="list-style-type: none"> • Is this encouraged? Are there people who talk openly about disagreeing with leaders? 	<p>Can you tell me a recent story about a big disagreement that happened here?</p> <p>Listen for:</p> <ul style="list-style-type: none"> • Were multiple perspectives included? • How did the group come to resolution? • Was the team empowered to make the decision?
<p>How does individual and team feedback happen?</p> <ul style="list-style-type: none"> • How are failures treated? Are they opened up to the 	<p>Can you tell me about the last thing you did that failed?</p>

company to learn from (sunlighting) ?

Listen for:

- Is this a real answer?
- What was the reaction by the organization?
- What did they do with that information?