CHEAT SHEET · COMMENT KEYWORD: FOLLOWUP

THE FOLLOW-UP IS WHERE YOU GET HIRED

Anyone can memorise a question. Interviewers remember the candidate who listens and goes one level deeper.

THE FOLLOW-UP FORMULA

1 Listen
to their answer, fully

2 Pick one thing
they actually said

3 Ask what's hard
or how it works in practice

EXAMPLE FROM MY INTERVIEWS

Me: "You'll be working with an onshore team."
Candidate: "What's the biggest challenge you've seen during the handoff with an onshore team?"
That's when it stops being an interview and becomes a conversation.

5 FOLLOW-UPS THAT WORK IN ANY INTERVIEW

1. **"You mentioned [X]. What makes that hard?"**
   Works after almost any answer about the role or team.
2. **"What does doing [X] really well look like?"**
   Shows you care about doing the job well, not just getting it.
3. **"How has [X] changed over the last year?"**
   Gets you the real picture, not the job description.
4. **"What do new joiners usually get wrong about [X]?"**
   Tells you where people struggle, so you can avoid it.
5. **"How would I get exposure to [X] in my first few months?"**
   Signals you're already picturing yourself in the role.

WANT TO BE FULLY PREPARED?

Watch the full video for the questions worth following up on, and the ones to never ask.
youtu.be/4fEZ3nRj8VA