

Lifeline Interview Guide

The purpose of a **lifeline interview** is for you and late stage candidates to get to know each other so you can both decide if it's a good fit. Our lifeline interviews at CareerPlug consist of moving candidates down their timeline from past work and educational experience to future career vision. We also ask candidates to share any personal goals and dreams they have if they are comfortable doing so.

We recommend conducting the lifeline interview **toward the end of your hiring process** with the hiring manager and possibly a member of your leadership or HR team. You and the candidate can think of this interview in two parts: “**where you’ve been**” and “**where you’re headed.**”

Steps to Conducting a Lifeline Interview

“Where you’ve been”

The objective of this section is to allow your candidate to reflect on their past experiences. We like to ask the following questions to guide the conversation.

1. Prologue

- What do you want us to know about your story leading up to your professional career?
- Anything you want to tell us about where you’re from and what influenced who you are today?

2. Formal education

- Where did you go to school? What was that experience like?
- What were the major lessons learned from that time?
- Tell us about the transition from school into the workforce.

3. First chapters in professional life (first jobs in chronological order)

- Tell us about your experience working there. What did you like/not like about it?
- Tell us about your manager. What would they say are your strengths and weaknesses?
- What were the major lessons learned from that job?



“Where you’re headed”

The objective of this section is to learn more about the kind of goals your candidate has for their life so that you can help them grow.

4. Vision for the future and how they plan to achieve it

- Tell me about what your best life looks like for your career in three years? What does that mean to you?
- How do you think you will achieve this vision? Do you have any specific goals?
- How does this make you feel? What word or words come to mind?

5. How they think your company fits into that vision

This might be the most important part of the lifeline interview. We sum it up with this big question: **Based on what you know about this career opportunity, can you see yourself accomplishing all of this while working here?**

Final Tip: When in person, we used a whiteboard to help a candidate visualize their path from past to future. Now that we hire remotely, we share our screen so that candidates can see their trajectory as we talk through it.

