



## **Job Benchmarking Questions**

1. Tell me about the position and the key accountabilities it is responsible for.
2. What goals has this role committed to achieving over the next year?
3. How is this position held accountable?
4. What type of retention program is in place to retain this role?
5. What type of performance management program is in place for this role?
6. If the job could talk, what skills would be identified as most important?
7. If the job could talk, what skills would be identified as a detriment?
8. Who truly understands this position?
9. Who should truly understand this position?
10. If the person filling this position had a clearer understanding of his/her job, could this person be more productive?
11. If this role's superiors had a better understanding of this job, could this person be more productive?
12. How would this understanding affect the bottom-line?
13. How would this understanding affect team synergy?
14. How would this understanding affect morale?
15. How would this understanding impact the hiring process?
16. How would this understanding impact the on-boarding process?