

HIRING INTERVIEW GUIDE

SDR

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AI-generated guide — use as a structured starting point. Always apply human judgment in hiring decisions.

ROLE SUMMARY

Mid SDR who can work through a task list with some direction, collaborates across multiple departments, and asks clarifying questions before acting. Must avoid going around the team to prevent friction and ensure alignment with one manager.

ROLE COMPLEXITY ANALYSIS

ROLE COMPLEXITY Structured Role structured varied	LEADERSHIP LEVEL NONE people management scope	AUTONOMY LEVEL MODERATE degree of independent work	DECISION SCOPE OPERATIONAL decision-making authority
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INTERVIEW CONFIGURATION

EVALUATION GOALS 5 range 1–7	TOTAL QUESTIONS 6 1–3 per goal	DURATION 20min estimated async time
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RESPONSIBILITIES & REQUIREMENTS

KEY RESPONSIBILITIES

- Own and execute the task list with minimal redirection
- Coordinate input from cross-functional stakeholders across departments
- Ask clarifying questions to confirm requirements before acting
- Follow established team processes and avoid bypassing the team
- Provide timely updates to the manager and teammates

MUST HAVE

- Collaborates with cross-functional teams and does not bypass teammates
- Asks clarifying questions to confirm requirements before acting
- Manages and completes a task list with minimal redirection

NICE TO HAVE

- Experience coordinating with cross-functional teams
- Proactive status updates and clear communication

PREDICTIVE SIGNALS

SUCCESS SIGNALS

- Completes assigned tasks without needing redirection
- Asks clarifying questions before acting
- Coordinates input from cross-functional stakeholders to complete tasks
- Adheres to team processes and avoids bypassing the team

FAILURE SIGNALS

- Task failure red flag: missed tasks or repeated rework due to bypassing the team
- Team friction red flag: going around the team causing misalignment or delays across departments

ONBOARDING CONTEXT

SUPPORT AVAILABLE

Not specified by manager

SELF-SUFFICIENCY REQUIRED

true

IMPLICATION

Interview questions should test independence, cross-functional coordination, and adherence to team processes

MANAGER PROBING QUESTIONS & ANSWERS

These questions were asked to the hiring manager before the interview was built. Answers shaped the calibration.

Probing Question 1

REQUIRED

Who typically applies for and succeeds in this role — what is their background usually like?

Why we ask: Identifies expected experience level of candidate pool

Manager's Answer

Usually career changers from similar SAAS backgrounds

Probing Question 2

REQUIRED

What does doing well in this role look like after 90 days?

Why we ask: Identifies concrete success outcomes for evaluation goal generation

Manager's Answer

Works through their task list without needing to be redirected.

Probing Question 3

REQUIRED

What kind of person tends to fail in this role — either at the work itself, or with the people around them?

Why we ask: Identifies performance red flags AND team friction patterns

Manager's Answer

Creates friction by going around the team instead of working with them

Probing Question 4

REQUIRED

Be honest — in their first month, how often would you realistically need to check in on this person or redirect them?

Why we ask: Direct indicator of autonomy level and role complexity

Manager's Answer

Daily check-ins for the first week, then only when issues come up.

Probing Question 5

REQUIRED

What is one behavior that, if you saw it in the first 30 days, would make you confident in this hire?

Why we ask: Identifies leading indicators to assess in interviews

Manager's Answer

They ask clarifying questions instead of guessing

Probing Question 6

REQUIRED

Does this role follow a predictable routine each day, or does the work change based on what comes up?

Why we ask: Confirms role complexity classification

Manager's Answer

Varies a lot — priorities shift based on what comes in that day

Probing Question 7

REQUIRED

Who will this person work with most closely — and what does that group need from a new teammate day-to-day?

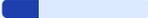
Why we ask: Captures specific team context that determines successful integration

Manager's Answer

Reports to one manager but collaborates across multiple departments

EVALUATION GOALS

5 goals · Total weight: 100%

INTERPERSONAL	MID WEIGHT		Goal 1
Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins			WEIGHT 25%
Anchored to actual team dynamics; failure to engage cross-functional stakeholders causes misalignment and delays.			
BUSINESS	MID WEIGHT		Goal 2
Execute assigned tasks with minimal redirection			WEIGHT 25%
Direct measure of task completion with autonomy and efficiency.			
BUSINESS	MID WEIGHT		Goal 3
Clarify inputs before acting			WEIGHT 20%
Prevents rework and keeps alignment with requirements.			
INTERPERSONAL	MID WEIGHT		Goal 4
Collaborate with cross-functional stakeholders; clarify inputs; coordinate input updates			WEIGHT 20%
Cross-functional collaboration is essential to complete tasks without friction.			
BUSINESS	LOW WEIGHT		Goal 5
Prioritize adherence to established team processes			WEIGHT 10%
Critical to prevent bypassing and ensure alignment across departments			

INTERVIEW QUESTIONS

6 questions · 6 behavioral

Q1 BEHAVIORAL MEDIUM

3 min

Provide a bit about your background and what draws you to this role.*Why we ask: Warm up, assess fit and motivation*

Evaluates: Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins

Q2 BEHAVIORAL MEDIUM

3 min

Provide an example of a time you coordinated inputs from Marketing, Sales, Product, and Customer Success to move a task forward. How did you ensure inputs were clarified early and updates were shared on schedule?*Why we ask: Assess cross-functional collaboration and stakeholder communication*

Evaluates: Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins

FOLLOW-UP PROBES

- › If they do not mention specific steps you took to coordinate inputs and updates, ask: What exactly did you do to gather inputs from each group and keep everyone aligned?
- › If they do not mention the outcome or impact, ask: What was the result of your coordination on the project timeline or deliverables?
- › If the answer is vague, ask: Can you provide a concrete example with dates, people involved, and the updates you provided?

Q3 BEHAVIORAL MEDIUM

3 min

Provide an example of a time you executed an assigned task with minimal redirection. What was the task, what steps did you take, and what was the result?*Why we ask: Assess autonomy and execution efficiency*

Evaluates: Execute assigned tasks with minimal redirection

FOLLOW-UP PROBES

- › If they do not mention specific actions, ask: What exact steps did you perform to complete the task?
- › If they do not mention the result, ask: What was the outcome of completing the task on the project or team?
- › If answer is vague, ask: Can you give a concrete example including stakeholders involved and timeframe?

Q4 BEHAVIORAL MEDIUM

3 min

Provide a time you had to clarify inputs before acting and then follow established team processes to complete a task.*Why we ask: Demonstrate seeking clarity and process adherence*

Evaluates: Prioritize adherence to established team processes · Clarify inputs before acting

FOLLOW-UP PROBES

- › If they do not mention the clarified inputs, ask: What inputs did you verify and with whom before acting?
- › If they do not mention following processes, ask: How did you ensure you complied with the team processes and what was the result?
- › If answer is vague, ask: Can you provide a detailed sequence from clarification to completion?

Q5 BEHAVIORAL MEDIUM

3 min

Provide a time you collaborated with cross-functional stakeholders and kept updates flowing. What teams were involved, and how did you communicate progress?

Why we ask: Assess cross-functional collaboration and communication

Evaluates: Collaborate with cross-functional stakeholders; clarify inputs; coordinate input updates

FOLLOW-UP PROBES

- › If they do not mention the stakeholders, ask: Which teams were involved and who led the coordination?
- › If they do not mention updates cadence, ask: What cadence and channels did you use to share updates?
- › If answer is vague, ask: Can you share a concrete example with dates, participants, and outcomes?

Q6 BEHAVIORAL MEDIUM

3 min

Is there anything about yourself or your experience that you would like us to know that we have not covered?

Why we ask: Give them a voice, end on positive note

Evaluates: Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins

TEAM FIT PROFILE

Derived from the manager's probing answers. Use this to probe team alignment during the interview.

COLLABORATORS**Who They Work With**

Cross-functional departments (Marketing, Sales, Product, Customer Success)

WORKING STYLE**Team Working Style**

Cross-functional, fast-paced, direct communication; regular check-ins

INTEGRATION**What the Team Needs**

Clear ownership, timely input, direct communication, adherence to team processes

FRICTION**What Causes Friction**

Bypassing the team, misalignment across departments, delays due to unclear input

FIT SIGNALS**Good Team Fit Signals**

- Proactive status updates to stakeholders
- Requests input early to prevent rework

30 / 60 / 90 DAY CHECK-IN QUESTION TEMPLATES

Structured check-in questions assess ongoing performance and cultural alignment post-hire.

Day 30

15 check-in questions

1. What unexpected strengths have you observed in the employee?

Open Ended · text

2. What challenges has the employee encountered, and how were they handled?

Open Ended · text

3. What areas would benefit from additional support or resources?

Open Ended · text

4. Was autonomy level as expected during this period?

Trait Validation · boolean

5. Did communication and collaboration concerns materialize as noted in concerns?

Trait Validation · boolean

6. Is the employee still employed?

Universal · boolean

7. What is your performance rating for the employee on a scale of 1-5?

Universal · scale

8. How satisfied are you with the employee's manager relationship on a scale of 1-5?

Universal · scale

9. Time to productivity (in days) for the employee (Day 30):

Universal · number

10. Have onboarding milestones been met for the employee?

Universal · boolean

11. Is this employee demonstrating: Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins?

Goal Specific · boolean

12. Is this employee demonstrating: Execute assigned tasks with minimal redirection?

Goal Specific · boolean

13. Is this employee demonstrating: Clarify inputs before acting?

Goal Specific · boolean

14. Is this employee demonstrating: Collaborate with cross-functional stakeholders; clarify inputs; coordinate input updates?

Goal Specific · boolean

15. Is this employee demonstrating: Prioritize adherence to established team processes?

Goal Specific · boolean

Day 60

15 check-in questions

1. What unexpected strengths have you observed in the employee?
Open Ended · text
2. What challenges has the employee encountered, and how were they handled?
Open Ended · text
3. What areas would benefit from additional support or resources?
Open Ended · text
4. Was autonomy level as expected during this period?
Trait Validation · boolean
5. Did communication concerns materialize or were they resolved promptly?
Trait Validation · boolean
6. Is the employee still employed?
Universal · boolean
7. What is your performance rating for the employee on a scale of 1-5?
Universal · scale
8. How satisfied is the manager with the employee's performance on a scale of 1-5?
Universal · scale
9. On what day did the employee reach full productivity (days since start)?
Universal · number
10. Would you hire this employee again if given the choice?
Universal · boolean
11. Is this employee demonstrating: Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins?
Goal Specific · boolean
12. Is this employee demonstrating: Execute assigned tasks with minimal redirection?
Goal Specific · boolean
13. Is this employee demonstrating: Clarify inputs before acting?
Goal Specific · boolean
14. Is this employee demonstrating: Collaborate with cross-functional stakeholders; clarify inputs; coordinate input updates?
Goal Specific · boolean
15. Is this employee demonstrating: Prioritize adherence to established team processes?
Goal Specific · boolean

Day 90

15 check-in questions

1. What unexpected strengths have you observed in the employee?
Open Ended · text
2. What challenges has the employee encountered, and how were they handled?
Open Ended · text
3. What areas would benefit from additional support or resources?
Open Ended · text

4. Was autonomy level as expected during this period?
Trait Validation · boolean
5. Did communication concerns materialize during cross-functional collaboration?
Trait Validation · boolean
6. Is the employee still employed?
Universal · boolean
7. What is your performance rating for the employee on a scale of 1-5?
Universal · scale
8. How satisfied is the manager with the employee's performance on a scale of 1-5?
Universal · scale
9. How many days did it take the employee to reach productivity benchmarks (Day 30 focus)?
Universal · number
10. Would you hire this employee again?
Universal · boolean
11. Is this employee demonstrating: Collaborate with cross-functional stakeholders (Marketing, Sales, Product, Customer Success) in a fast-paced environment; clarify inputs early; coordinate timely status updates with regular check-ins?
Goal Specific · boolean
12. Is this employee demonstrating: Execute assigned tasks with minimal redirection?
Goal Specific · boolean
13. Is this employee demonstrating: Clarify inputs before acting?
Goal Specific · boolean
14. Is this employee demonstrating: Collaborate with cross-functional stakeholders; clarify inputs; coordinate input updates?
Goal Specific · boolean
15. Is this employee demonstrating: Prioritize adherence to established team processes?
Goal Specific · boolean