Rehiring Former Employees

Sample Questions to Help Evaluate Feasibility

ORGANIZATIONAL NEED

Does the situation truly call for a rehire?

- Is there a critical knowledge, skill, or experience gap that a former employee could immediately fill?

- Would the right former employee reduce ramp-up time compared to a new hire?

- Is the role relationship-intensive, where an existing trust or internal networks would provide an advantage?

- Are we in a time of strategic change or transition where familiarity would help stabilize progress?

- Does the opportunity require historical context to avoid repeating past mistakes or missteps?

- Would a rehire actively support (not stall) the organization's evolution and priorities?

INDIVIDUAL FIT

Is this the right person for where the organization is now?

- Are they motivated by purpose and contribution—not just familiarity or convenience?

- Did the employee leave on good terms and with a record of strong performance?

- Have they grown—bringing back new skills, insights, or perspective?

- Do they understand and support the direction the organization is headed?

- Are they adaptable and open to working within current cultural norms and expectations?

- Would the employee enhance—not disrupt—team dynamics or development pipelines? convenience?