



culturemonkey

15 semi structured interview questions for qualitative research (interview-ready)



Using a semi structured interview in qualitative research means looking beyond surface answers and predefined scripts to understand how people explain decisions, interpret change, and experience their work in a real context.

These questions use a flexible and fluid structure to clarify reasoning, communication gaps, and judgment patterns. They help teams surface risks early, improve decision quality, and keep evaluations consistent without losing nuance under pressure.

1. Can you walk me through how you typically approach this part of your work, from start to finish?
2. What usually influences the decisions you make here, and which factors matter most on difficult days?
3. Tell me about a recent situation where expectations changed. How did you make sense of that shift?
4. How do you usually find out why certain decisions are made, and what happens when that context is missing?
5. Describe a time when communication worked well for you. What specifically made it effective?
6. When communication breaks down, how does that show up in your day-to-day experience?
7. How do you decide who to approach when an issue comes up that affects your responsibilities?

8. Can you share an example of when last-minute changes affected how you planned your work?
9. What helps you feel confident raising concerns early, and what makes that harder at times?
10. How would you describe the support you receive when you need guidance or clarification?
11. In what ways do teams coordinate when priorities overlap or conflict?
12. Tell me about a time you received mixed signals from different sources. How did you respond?
13. How closely do leadership updates reflect what actually happens in your role?
14. What constraints or pressures do you think decision-makers may underestimate?
15. Looking ahead, what would need to change for this role to feel sustainable for you long term?