

Interview Questions for Rapti Mitra-Khurana, Vice President - Head of Talent Engagement and Development at the National Football League

**Topic #1: The Importance of Employee Lifecycles**

1. Rapti, obviously the employee lifecycle is not a new concept, but I think it's important to start there as it's become increasingly important to analyze from start to finish to build mutually beneficial experiences for employees and employers.
  - a. What are your initial thoughts on the importance of the employee lifecycle?
2. Let's consider the impact of COVID-19.
  - a. How has COVID changed the definition of the employee lifecycle?
  - b. What stages are more important today than they were pre-covid (if any)?
3. Has COVID kick-started the reimagination of the employee lifecycle?
4. What does reimagining the employee lifecycle look like or mean to you?
  - a. I.e. reimagination of social contracts
5. Why does reimagining the employee lifecycle matter now?

**Topic #2: Inclusivity within Hiring**

1. Where does inclusivity and diversity play a role in reimagining the employee lifecycle?
2. How does inclusive hiring improve employee engagement?
  - a. What about retention?
3. What does it mean to invest in the inclusive hiring process?
4. Where should organizations even start in building more inclusive hiring practices and processes?
  - a. What are some common pitfalls you've witnessed?
  - b. What pre-existing practices need to shift in order for hiring to be more inclusive?
5. How do you measure inclusive hiring and its impact on building mutually beneficial experiences?

**Topic #3: The Multiple Benefits of Employee Engagement**

1. Rapti, I want to transition a bit and talk about social contracts and the employee lifecycle. So, you have your candidates in the door as employees now. How do you build mutually beneficial relationships and experiences?
  - a. Where do you start?
2. What does it mean to invest in employee engagement?
  - a. Is employee engagement the same as the employee experience?
3. Where does learning and development fit in creating mutually beneficial experiences?
  - a. Upskilling?
4. When you're providing learning and development opportunities - what role does inclusivity continue to play in engagement and experience?

5. What tools are needed to strengthen employee engagement? How do you build employee engagement?

**Topic #4: Social Contracts and the Employee Lifecycle**

1. Rapti, before we close up today on discussing inclusivity and building mutually beneficial experiences, I want to discuss social contracts in the workplace. How have social contracts changed over the years in the workplace?
  - a. How did COVID change the definition of workplace social contracts?
2. How do social contracts differ from the employee experience?
  - a. Can one exist without the other?
3. How do social contracts affect the employee lifecycle and vice versa?
4. What do these newly defined contracts mean for employers committing to inclusive hiring and retention?
5. How do you measure whether you're fulfilling your part of the contract for your employees?