

## **EXAMPLE QUESTIONS TO ASK THE INTERVIEWER**

- 1. Who do you think would be the ideal candidate for this position, and how do I compare?
- 2. Who would I be reporting to? Are those three people on the same team or on different teams?
- 3. How has this position evolved?
- 4. How would you describe the company's culture?
- 5. Who do you consider your major competitors? How are you better?
- 6. Beyond the hard skills required to successfully perform this job, what soft skills would serve the company and position best?
- 7. Do you have any hesitations about my qualifications?
- 8. What do you like most about working for this company?
- 9. Can you give me example of how I would collaborate with my manager?
- 10. Can you tell me what steps need to be completed before your company can generate an offer?
- 11. How would you score the company on living up to its core values? What's the one thing you're working to improve on?
- 12. What are the challenges of this position?
- 13. What have past employees done to succeed in this position?
- 14. If you were to hire me, what might I expect in a typical day?
- 15. What type of employee tends to succeed here? What qualities are the most important for doing well and advancing at the firm?
- 16. How do you help your team grow professionally?
- 17. When your staff comes to you with conflicts, how do you respond?
- 18. Will I have an opportunity to meet those who would be part of my staff/my manager during the interview process?
- 19. How do you evaluate success here?
- 20. What are some of the problems your company faces right now? And what is your department doing to solve them?
- 21. What's your timeline for making a decision, and when can I expect to hear back from you?
- 22. Is this a new position? If not, why did the person before me leave this role?
- 23. Where do you see the company in three years and how would the person in this role contribute to this vision?
- 24. I read X about your CEO in Y magazine. Can you tell me more about this?
- 25. What's your staff turnover rate and what are you doing to reduce it?
- 26. Is there anything else I can provide to help you make your decision?
- 27. Is there anything we haven't covered that you think is important to know about working here?