

Best Questions to Ask at a Job Interview

Why should I always prepare questions?

- It is expected. If you don't ask at least two questions, you will appear disinterested, or worse, less intelligent and engaged than a prospective employer would like
- Asking questions gives you the opportunity to discover details that employers otherwise may not have shared.

How many questions do I need to prepare?

- It is recommended to prepare at least two questions. You should have at least four questions prepared in case your original two are answered through the course of the interview

What are good questions to ask and what are the ones to avoid?

- Ask questions that demonstrate your keen interest in the company or that allow you to further highlight some of your qualifications.
- Do not ask questions that show your lack of research on the company
- Avoid questions regarding pay and benefits. You can ask those questions after you've been offered a job

Good Question Examples:

- What's most important to you when you think about a strong cultural fit with your company or team?
- What qualities do you look for in a new employee?
- What are the characteristics of the most successful employees with your company?
- What has been the best experience that you have had working for this company?
- Is there anything I've said that makes you doubt I would be a great fit for this position?
- What are biggest challenges of this job?
- As a manager of this department, what is the major challenge you are facing these days and how do you expect a new person in this role to support you in handling the challenge?
- What duties do you consider to be most important in this role?
- What skills or personal qualities do you think are most needed to be successful in this job?
- What are your department's biggest priorities for the upcoming year, and how would I (or the person in this role) help you accomplish them?
- Who are the internal and external customers for the person in this job? What does each of those people expect from the person in this role?
- If hired, what are the three most important things you'd like me to accomplish in the first six to 12 months at the company?
- What's your timeline for making a decision, and when can I expect to hear back from you?