

## 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?