

THOUGHTFUL QUESTIONS TO ASK DURING YOUR INTERVIEW

ABOUT THE JOB

What does success look like in this position?
Why is this position available?
What should I expect training to look like?

ABOUT THE JOB

How can expect to grow and develop?
What will be the biggest challenges of the position?

ABOUT THE MANAGER

How would you describe your management style?
How should I expect to receive feedback?
When and how often should I expect to receive feedback?

ABOUT TEAM CULTURE

What's the longest tenured person on your team?
What can I learn from them?
How do you envision growing the team?

ABOUT COMPANY CULTURE

What does the company do to celebrate success?
How are company goals communicated?

ABOUT LEADERSHIP TEAM

How would you describe the executive leadership team?
Can you speak to the vision and direction over the next 3-5 years?

HOW THESE QUESTIONS HELP

ABOUT THE JOB

Questions you ask about the job should be thoughtful and show you are highly interested in the position. These questions will not only help you look good as a candidate, they also give you great insights to what you can expect in the job and if the job makes sense for you.

ABOUT THE MANAGER

These questions should help you understand the manager's management style to get a better understanding if the style is something you can work with.

ABOUT TEAM CULTURE

These questions are designed to help you understand the team culture. Understanding how the team dynamics work, gives you insight to your day to day employee experience. Will it be a new team who is learning together or will there be others you can learn from who are more experienced?

ABOUT COMPANY CULTURE

These questions are designed to give you insight into how the company overall treats their employees and employee experience. These questions can be asked to multiple interviewers to evaluate consistency.

ABOUT LEADERSHIP TEAM

These questions are designed to give you insight into how the company overall is communicated to and how information is filtered down. If things are unclear in this response, likely goals and vision may also be unclear.

QUESTIONS TO AVOID

What do you like best about working for this company?

Why Avoid: This question gives you little insight into a candid response as interviewers are a representative of the company and will likely say something positive.

What is the salary range for this position?

Why Avoid: This is a question that can be asked to a recruiter or later on in the process if it is not listed. This question may show the candidate is more interested in salary rather than actual work.

What do next steps look like?

Why Avoid: Rather than ask this about the process in the interview, use this as a reason to follow up to learn about your status.