



## Interview Questions That Candidates Should Ask

Having questions for each interviewer is essential to a successful interview process. Sometimes, interviewers have no prepared questions and are on the schedule to only answer questions. Well thought out questions that indicate research and desire will help you present yourself in the best possible light. For this reason, it's imperative to have prepared questions to ask each person you interview with.

Please note that the questions should be different for each person, since the role will interact with each position a little bit differently.

Here are some questions you may want to consider incorporating into your next interview.

1. What goals would this position achieve at the end of the first six months?
2. Picture yourself giving me a great review on my one year anniversary--what did I accomplish?
3. How will this role impact you and your success?
4. What can I do in this role to help you succeed and exceed the goals for your position?
5. What traits did the prior person have that you would like to see in the new person?
6. What traits did the prior person have that limited them from becoming more successful?
7. Could you describe the type of employee who fits well with the organization?
8. How are the goals set for the department?
9. How long was the last person in this role and where are they now?
10. What is your biggest challenge as a leader in your position?
11. What keeps you up at night? (This will give you their pain that you want to help solve. Offer ways that you can ease that pain.) "My goal is to work without a lot of oversight so you can go back to the work you need to do." Be the low maintenance problem solver. Offer details of what you would do to help. Be specific!
12. What can I do in this role to make your job (or the hiring manager's job) easier?
13. What is most important to you when considering a new member to your team?
14. How would you describe the culture here?
15. What is the company's management style?
16. What characterizes the most successful people in this company?
17. What significant changes has this company gone through in the last three years?
18. What is the organization's plan for the next three years?
19. What are the company's strengths and weaknesses compared to its competition?

20. If I were in this position, what's the most important thing I could accomplish within my first 90 days? (This is your opportunity to delineate your plan for the first 30-60 and 90 days. Be sure to be prepared to share this even if they do not ask. They will be impressed that you did your research.)
21. In my research I have learned that your company values are \_\_\_\_\_. They dovetail with my personal values. (Give examples.)
22. What types of personalities mesh well with the team?
23. What are your team's strengths?
24. What are the opportunities or gaps within your team?
25. How long have your employees worked for the company?