



# Interview Questions Candidates Should Consider Asking

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 slightly 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 6 months or first year?
2. Could you describe the type of employee who fits well with the organization?
3. What can I do in this role to make your job (or the hiring manager's job) easier?
4. What is most important to you when considering a new member to your team?
5. How would you describe the culture here?
6. What is the company's management style?
7. What significant changes has this company gone through in the last three years?
8. What is the organization's plan for the next three years?
9. What are the company's strengths and weaknesses compared to its competition?
10. What are the opportunities or gaps within your team?
11. What, if anything, in my background gives you pause?
12. What are the Top 3 skills or experiences you are looking for that may not be mentioned in the job description?
13. Of all the people who have worked for you, what are the characteristics of those who have stood out as great performers?
14. How does this role further your company's mission?
15. What are the next steps in this process?