What Do I Ask?

At some point, as the interview draws to a close, the interviewer will ask if you have any questions. Having at least 4 to 5 well-thought-out questions will impress the interviewer and indicate that you have done your research. Your questions should show a sincere interest in the employer, their needs, and how you can fulfill those needs.

1. How often are performance reviews given?
2. What kind of assignments might I expect the first six months on the job?
3. Has there been much turnover in this job area?
4. What characteristics do the achievers in this company seem to share?
5. Will I have the opportunity to work on special projects?
6. Is there a lot of team project work?
7. Identify a typical career path in your organization for someone with my qualifications.
8. How is an employee evaluated and promoted?
9. What are the challenging facets of this job?
10. What are the company’s strengths and weaknesses?
11. How would you describe your company’s personality and management style?
12. Tell me the work history of your top management.
13. What is the next step in the hiring process for this position?
14. What are the goals for this position for the next year?
15. Is this a new position or would I be replacing someone?
16. What do you like most about your work here?
17. I am aware that the company’s growth rate has been ________. Do you anticipate that the company will meet this rate again this year?
18. Does your company encourage further education?
19. What products/services are in the development stage now?
20. Is your company environmentally conscious? In what ways?
21. In what ways is a career with your company better than one with your competitors?
22. Can you tell me more about your latest developments in ________?
23. With the recent changes in the economy, what are the main challenges facing your company?
24. Why did you decide to work for this company?
25. What opportunities for professional development are offered?
26. Based on what you have seen of me so far, where do you think I could contribute most effectively?
27. Is there anything you perceive as a weakness in my background?
28. Who would you consider to be your major competitors?
29. What exciting or challenging directions do you anticipate over the next few years?
30. How do you measure an individual’s success in your organization?

Topics to avoid

You should not initiate discussion on certain sensitive topics such as:

- Layoffs
- Office space
- What the company can do for you
- Salary, vacation, leave, and other compensation/benefits issues
- Religion, political views, educational background, past work experience, sexual orientation or race/ethnicity of the interviewer