

What Do I Ask?

Stephen F. Austin State University | Center for Career and Professional Development

At some point, usually at the end of the interview, the interviewer will ask if you have any questions. Having at least 4-5 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.

Job Position

1. What kind of assignments might I expect the first 6 months on the job?
2. What training or professional development opportunities are provided?
3. Is this a new position or will I be replacing someone?
4. How are goals and objectives set for this role?
5. What characteristics do the achievers in this company seem to share?
6. Will I have the opportunity to work on special projects?
7. Who will I be working most closely with? Will I have a supervisor?
8. Will there be opportunity for team project work?
9. What's the timeline for making a decision on this job position? When would be a good time for me to follow-up with you?
10. What is your reward and merit system like? Do you have a reward system based on performance? What types of rewards do you offer employees? What types of achievements or traits are rewarded?

Company Culture

11. How would you describe your company's personality and management style?
12. How is an employee evaluated and promoted?
13. What are the most challenging facets of this job to you?
14. Tell me the work history of your top management.
15. Based on what you have seen of me so far, where do you think I could contribute most effectively?
16. What are the goals for this position for next year?
17. Does your company encourage further education and training?
18. What products and services are in the development stage now?
19. Is your company environmentally conscious? In what ways?
20. In what ways is a career with your company better than one with your competitors?
21. Can you tell me more about your latest developments in _____?
22. With the recent changes in the economy, what are the main challenges facing your company?
23. What exciting or challenging directions do you anticipate over the next few years?
24. How do you measure an individual's success in your organization?
25. I am aware that the company's growth rate has been _____. Do you anticipate that the company will meet this rate again this year?

Creating Rapport with Interviewer

26. What have been some of your biggest challenges during your career? How did you, or do you, deal with them?
27. What is your favorite part about working for this company?
28. What do you feel has made you successful in this company?
29. Why did you decide to work for this company?

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, personal relationships, educational background, past work experience, sexual orientation or race/ethnicity of the interviewer