* Who do you think would be the ideal candidate for this position, and how do I compare?

### Who would I be reporting to? Are those three people on the same team or on different teams? What's the pecking order?

### How has this position evolved?

### How would you describe the company's culture?

### Who do you consider your major competitors? How are you better?

### Beyond the hard skills required to successfully perform this job, what soft skills would serve the company and position best?

### Do you have any hesitations about my qualifications?

### What do you like most about working for this company?

### Can you give me example of how I would collaborate with my manager?

### Can you tell me what steps need to be completed before your company can generate an offer?

### How would you score the company on living up to its core values? What’s the one thing you’re working to improve on?

### What are the challenges of this position?

### What have past employees done to succeed in this position?

### What type of employee tends to succeed here? What qualities are the most important for doing well and advancing at the firm?

### Is there anyone else I need to meet with?/Is there anyone else you would like me to meet with?

### How do you help your team grow professionally?

### When your staff comes to you with conflicts, how do you respond?

### Will I have an opportunity to meet those who would be part of my staff/my manager during the interview process?

### How do you evaluate success here?

### What are some of the problems your company faces right now? And what is your department doing to solve them?

### What's your timeline for making a decision, and when can I expect to hear back from you?

### Is this a new position? If not, why did the person before me leave this role?

### Where do you see the company in three years and how would the person in this role contribute to this vision?

### I read X about your CEO in Y magazine. Can you tell me more about this?

### What's your staff turnover rate and what are you doing to reduce it?

### Is there anything else I can provide to help you make your decision?

### Is there anything we haven't covered that you think is important to know about working here?

* **Which of my skills do you see as most important for the challenges that come with the position?**
* **How will the company help me develop?**
* **Can you tell me a little about the team I’ll be working with?**
* **What constitutes success with this position and company?**
* **Do you see any gaps in my skills or qualifications that I need to fill?**

## **Interview questions to ask about the company**

* What exactly does this company value the most, and how do you think my work for you will further these values?
* Can you give me some examples of the most and least desirable aspects of the [company’s culture](https://www.monster.com/career-advice/article/assess-company-culture-best-fit)?
* How does this company define and measure success?

## **Interview questions to ask about the job**

* What kinds of processes are in place to help me work collaboratively?
* In what area could your team use a little polishing?
* What’s the most important thing I can accomplish in the first 60 days?

## I**nterview questions to ask the interviewer**

* How long have you been with the company?
* What do you enjoy most about working here?
* What makes you good at your job?

## **Bonus interview questions to ask**

* How long is the average tenure of an employee?
* Where would the company like to be in five years?
* Am I going to be a mentor or will I be mentored?
* How will you judge my success? What will have happened six months from now that will demonstrate that I have met your expectations?
* This job sounds like something I’d really like to do—is there a fit here?
* Now that we’ve talked about my qualifications and the job, do you have any concerns about my being successful in this position?
* What is the next step in the hiring process?
* When can I expect to hear back?
* By when do you hope to make someone an offer?
* When is the anticipated starting date for this position?
* Whom should I reach out to if I have any further questions?

<https://www.youtube.com/watch?v=VFTNOF77bMs&t=304s>

<https://www.youtube.com/watch?v=qKBubKO-798&t=103s>

https://www.youtube.com/watch?v=GWBJDyB0YlQ&t=125s