

## Great Questions to Ask at the End of an Interview

1. What does success look like in this role after 6 months or 1 year?
2. What are the immediate challenges you'd like this role to solve?
3. What would a typical day or week look like for someone in this role?
4. How do you support learning and career development for your team?
5. What are the potential growth opportunities for this role?
6. Are there any mentorship or training programmes available?
7. Can you tell me more about the team I'll be working with?
8. How would you describe the company culture here?
9. What do you personally enjoy about working here?
10. How is performance measured and reviewed in this team?
11. What does a high-performing employee look like here?
12. How does this role contribute to the company's overall mission?
13. What are the company's biggest goals for the next 6–12 months?
14. Is there anything in my experience or application that gives you hesitation?
15. What are the next steps in the hiring process?
16. Is this a newly created role or a replacement one?
17. Where can I see myself in 3 years time?
18. If I were to start tomorrow, what would you want me to focus on in my first 30 days?
19. What's something people who do well in this role *consistently* do differently?
20. Can you tell me about a recent challenge the team faced and how they handled it?