

## QUESTIONS

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**What do you expect me to accomplish in the first 60 to 90 days?**

They want to make a difference—right away.

**How would you describe the company culture? How do team members communicate?**

**What are the common attributes of your top performers?**

Great candidates also want to be great long-term employees. Great candidates want to know, because 1) they want to know if they fit, and 2) if they do fit, they want to be a top performer.

**What are a few things that really drive results for the company?**

\* What are the goals of this department?

Great candidates want to know what truly makes a difference. They know helping the company succeed means they succeed as well.

**What do employees do in their spare time?**

\* Do they develop small project in their spare time? (Such as open source project)

Happy employees 1) like what they do and 2) like the people they work with.

**How do you plan to deal with...?**

\* What is the challenge of this company(department)?

\* What distinguishes your company from its competitors?

(Note: Even better, name specific competitors.)

Every business faces a major challenge

A great candidate doesn't just want to know what you think; they want to know what you plan to do—and how they will fit into those plans.

**How long have you been in this company? How you achieve this job role? What's your plan for the future?**

\* What do you like most about working for this company? What keeps you here?

\* Is there anything you dislike about this company?