

QUESTIONS TO ASK AT THE INTERVIEW

General Rules:

- x **Don't ask questions requiring a simple yes or no; get them talking**
- x **Don't ask questions for which you could have found out the answers through a simple search online**
- x **Don't ask about salary; let them be first to raise it.**
- ✓ **Focus questions on the company, job, team and process.**

Questions about the Company

- What do you love about working here? (Culture)
- I read with interest about your recent launch of xxxx. Can you tell me more about that? (Ask specific questions based on your research)
- What changes do you predict for the company in the next 5 years and how might they impact this role?
- What are the growth plans for the organization?

Questions about the Job

- Based on your needs, what would be my key priorities in the first 90 days and beyond?
- Who would be my key customers and stakeholders and how can I help them?
- Can you walk me through a typical day in this role?
- What training is provided during onboarding?
- Why has this position arisen?
- How will my performance be reviewed / evaluated?

Questions about the Team

- Can you tell me more about the team with whom I will be working?
- What is the average length of service in the team?
- How would you describe the team culture; do they mostly work independently or collaboratively etc.?
- When people have moved on from the team what type of roles have they progressed to?
- How would you describe the leadership style of the team manager? (If being interviewed by HR)

Questions about the Hiring Process

- Is there anything else I can provide you with or additional information that would be helpful?
- Is there anything that concerns you about my fit for this position?
- What are the next steps? When can I expect to hear from you? Should I not hear from you by that date is it ok for me to follow up with you? How can I best reach you?