**Interview Questions**

Describe the culture of this organization...

\*What did you do before starting at \_\_\_\_\_\_\_\_\_\_\_?

??How did you end up at \_\_\_\_\_\_\_\_?

\*What is your favorite part of work here?

??Do you feel supported and if so in what ways?

\*Has your role changed at all? If so, how?

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\*What is valued in the team I am applying to work in (or position or company)?

\*What are the characteristics of people most successful in this position?

\*What are the characteristics of people least successful in this position?

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How much employee turnover is there in this department & do you promote internally?

What keeps you and your team up at night? What are the issues this team faces regularly?

??Would you be interested in having a member of your staff give an informational interview?

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\*\*\*What kind of future do you see for an employee in this position who had been working for a year and was completing job tasks successfully?

What kind of projects is the new VP of advancement working on?

**call to action:**

\*Is there anything that gives you pause about moving forward with me as a viable candidate for this position??

\*When will you or one of your colleges be getting back to me about the next steps in the application process?

Extras:

* What does a typical day in this position look like?
* Is it common for employees to join local professional organizations?
* How do team members and managers react to bad ideas? (Is it okay to have a bad idea)
* How does this team communicate most often? (in person, over Zoom, in a chat, over email, etc.)