

QUESTIONS TO ASK



Mock Interviews

- You should always have questions to ask after (or during) an interview
- You're interviewing the company just as much as they are interviewing you!

Mock Interviews

- The next lecture contains a huge list of questions for you, but let's discuss general concepts first!

Clarify Your Uncertainties

- Your first step should be to ask anything about the position that hasn't been covered in the interview
- Though not questions you'd know the answers to by looking at the job description or company website

Clarify Your Uncertainties

- What does a typical day look like?
- What are the biggest challenges that someone in this position would face?
- How will I be trained? How will my performance be reviewed?
- What are the performance expectations of this position over the first 12 months?
- What are the most immediate projects that need to be addressed?

Remove Their Doubts

- Ask questions that will allow you to talk about any strengths or accomplishments you didn't cover in the interview
- Once they answer, you can clarify or reiterate why you'll be a good match.

Remove Their Doubts

- What are the skills and experiences you're looking for in an ideal candidate?
- What attributes does someone need to have in order to be really successful in this position?
- What types of skills is the team missing that you're looking to fill with a new hire?
- Is there anything that concerns you about my background being a fit for this role?

Uncover Red Flags

- This can be tricky to do tactfully, but asking questions about turnover, culture, and growth opportunities during the interview process can prevent unpleasant surprises down the road.
- These questions are especially important for small startups!

Uncover Red Flags

- What is the company culture like?
- Can you tell me about the team I'll be working with?
- Where is the last person who held this job moving on to?
- Where have successful employees previously in this position progressed to?
- What are the career paths in this department/company?

Get a View of the Future

- Asking questions about the growth of the company and its employees is a good idea for two reasons.
 - It gives a good perspective on what their values are and how you may or may not fit with a company
 - Asking about the future of the company and opportunities for your own growth shows that you're committed and eager to learn.

Get a View of the Future

- Where do you see this company in the next few years?
- What can you tell me about your new product or plans for growth?
- What training programs are available to your employees?
- Are there opportunities for advancement or professional development?

Build a Relationship

- Ask the interviewer about himself or herself
- Do not get too personal, and pay attention to how the interviewer reacts.

Build a Relationship

- How long have you been with the company?
- What did you do before?
- Why did you come to this company?
- What's your favorite part about working here?

Wrap Up

- At the end of the interview, don't forget to ask about next steps.
- Reiterate that you're interested in the position
 - What are the next steps in the interview process?
 - Is there anything else I can provide you with that would be helpful?

Resources

- Look at the list in the next lecture and browse through questions you may want to ask during an interview