

## EXAMPLE QUESTIONS TO ASK THE INTERVIEWER

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1. Who do you think would be the ideal candidate for this position, and how do I compare?
2. Who would I be reporting to? Are those three people on the same team or on different teams?
3. How has this position evolved?
4. How would you describe the company's culture?
5. Who do you consider your major competitors? How are you better?
6. Beyond the hard skills required to successfully perform this job, what soft skills would serve the company and position best?
7. Do you have any hesitations about my qualifications?
8. What do you like most about working for this company?
9. Can you give me example of how I would collaborate with my manager?
10. Can you tell me what steps need to be completed before your company can generate an offer?
11. How would you score the company on living up to its core values? What's the one thing you're working to improve on?
12. What are the challenges of this position?
13. What have past employees done to succeed in this position?
14. If you were to hire me, what might I expect in a typical day?
15. What type of employee tends to succeed here? What qualities are the most important for doing well and advancing at the firm?
16. How do you help your team grow professionally?
17. When your staff comes to you with conflicts, how do you respond?
18. Will I have an opportunity to meet those who would be part of my staff/my manager during the interview process?
19. How do you evaluate success here?
20. What are some of the problems your company faces right now? And what is your department doing to solve them?
21. What's your timeline for making a decision, and when can I expect to hear back from you?
22. Is this a new position? If not, why did the person before me leave this role?
23. Where do you see the company in three years and how would the person in this role contribute to this vision?
24. I read X about your CEO in Y magazine. Can you tell me more about this?
25. What's your staff turnover rate and what are you doing to reduce it?
26. Is there anything else I can provide to help you make your decision?
27. Is there anything we haven't covered that you think is important to know about working here?