

Questions to Ask at the End of Your Interview:

“What questions do you have for us?”

It is essential to have questions prepared to ask your interviewer. Do your research on the company and your interviewer(s) ahead of time and be prepared with questions that both showcase your interest in the job AND will give you information to help your decision-making.

- Use this list to generate ideas to help ensure that you ask questions relevant to *you*.
- Do your research so that you ask questions where you cannot get the answers online.
- Questions you ask after a screening interview are typically more general. As you progress questions become more specific.
- You may also follow up on things discussed during the interview.

Connect with your interviewer

- How did you come to work here (or in this industry)?
- What makes you want to come to work each day?
- How long have you been with the company?
- Why did you come to this company?
- What’s your favorite part about working here?

Questions about the specific job

- Why is this role open?
- How will I be onboarded and trained?
- What does a typical day look like?
- What’s the most important thing I should accomplish in the first 90 days?
- What are the performance expectations of this position over the first 12 months?
- What’s the performance review process like here? How often would I be reviewed?
- What metrics or goals will my performance be evaluated against?
- What are the most immediate projects that I would take on?
- How long before I will be... [meeting with clients, managing my accounts, interacting with other departments, etc.]?
- What are the biggest challenges that someone in this position would face?
- What are the most immediate projects that need to be addressed?
- Do you expect my responsibilities in this position to change in the next 6-12 months?

Questions about professional development and future opportunities

- What learning and development opportunities will I have in this role?
- How does the team I’ll be part of continue to grow professionally?
- What are the common career paths in this department?
- How are promotions typically handled?
- Where have successful employees previously in this position progressed to?

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Questions about the team

- What skills is the team missing that you’re looking to fill with a new hire?
- Can you tell me about the team I’ll be working with?
- Who will I work with most closely? What other departments or units will I interact with?
- Can you tell me about my direct reports? What are their strengths and the team’s biggest challenges?

Questions about the company (when answers are not available online)

- What gets you most excited about the company’s future?
- How would you describe the company’s values?
- How has the company changed over the last few years?
- What are the company’s plans for growth and development?
- What are the current goals that the company is focused on, and how does this team work to support hitting those goals?
- What’s the company’s biggest challenge this year (3-5 years) and how will this job help overcome it?
- Overall, what are the most important ways your department helps to meet this challenge?

Questions about the culture

- How would you describe the culture? (Consider asking more specific questions below)
- Who would *not* be a good fit at this company?
- How do you typically onboard employees?
- [If the position is remote] How are remote employees integrated into the company culture?
- What do new employees typically find surprising after they start?
- Is there anything that I should read before starting that would help me have a shared understanding with my colleagues?
- What’s your favorite office tradition?
- What do you and the team usually do for lunch?
- Do you ever do joint events with other departments or teams?
- What’s different about working here than anywhere else you’ve worked?
- How has the company changed since you joined?
- Tell me about some of your most successful hires lately. What has made them successful? Conversely, tell me about a hire that didn’t work out.
- I understand your mission statement talks about X, Y, and Z. Can you expand on that more? How does that translate to the type of traits or values that are the most important to this company?

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Questions if the interviewer is your potential boss

- How long have you been at the company?
- How long have you been a manager?
- What’s your favorite part of working here?
- What goals has your manager set for you over the next 6 months? How would I be able to help you achieve them?
- Can you tell me about a time when someone was encouraged to step outside the confines of their job description?
- Can you walk me through the roadmap and projections for the next 12 months?

Remove their doubts

- What skills and experiences are you looking for in an ideal candidate?
- What attributes does someone need to be successful in this position?

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?

Closing questions

- Is there anything in the job description that I didn’t address today?
- Is there anything that concerns you about my background being a fit for this role?
- Is there anything else I can provide that would be helpful?
- Is there anything I clarify for you about my qualifications?
- What are the next steps in the hiring process?
- What are the next steps in the process?

Questions to avoid: save these types of questions for after you have an offer

- What’s the starting salary?
- Can you tell me about your health insurance?
- What are your paid leave policies?