

INTERVIEW QUESTIONS YOU CAN ASK

From the experiences of JB Bryant

Plan your questions around the components of this Star Diagram, which are the elements of organizational effectiveness.



1. What story I have told you today that you'd like me to elaborate upon?
2. What do you see in me? What are my strongest assets and possible weaknesses?
3. Have you asked me about all the things you'll need to know in order to hire me?
4. Why is this position vacant? Or, What prompted you to create this new role?
5. What is the average length of time employees stay at this company? Why?
6. What do you enjoy most about working here?
7. What are some of the strengths and weaknesses of the company's culture?
8. What is a typical work week like?
9. How would you describe your (or the hiring manager's) leadership style?
10. What are the most brag-worthy things you've accomplished with this department and division?
11. Who will be my primary inputs and outputs in this role?
12. What conflicts most often arise in the team I'll be part of/manage?
13. What keeps you up at night?
14. Where does this department most need to improve?
15. According to <research source>, "X" is ahead of you in the market. How are they better than you? Will I get to help us improve in that area?
16. What are your highest long-term strategic goals?
17. What are your own 2 or 3 most important goals this year?
18. How can I, or the team I will manage, best help you accomplish those goals?
19. How will you measure my success?
20. What have some of your star players accomplished recently?
21. I'm ready to tackle a small project to make a difference as I learn the ropes. Where should I focus first?
22. What should I focus on learning in my first month?
23. What two short-term improvements should I make in my first two months?
24. What will likely be your most important goals next year?
25. If I am highly successful as a new employee after six months, what will I have accomplished?
26. What are the prospects for growth and advancement for this position?
27. Is there an opportunity for me to receive additional compensation for stellar performance?
28. How do you prefer your employees communicate with you? Email? Phone? In person as needed? Regular meetings?
29. What concerns do I need to clear up in order to be your preferred candidate?
30. Is there anything you believe would prevent me from being your next employee?
31. It sounds like we have a great fit here. What do you think?
32. How many strong candidates do you have for this position?
33. How quickly do you expect to make someone a job offer?
34. I'm ready to make a decision. Is there anything else you need to make me an offer?
35. What is the next step in your hiring process?