

Sample Questions to Ask an Employer

Answering questions is an important part of the interview, but what distinguishes you will be the questions you ask. How do you ask great questions? Be prepared with well thought out, open-ended questions for the interview.

One of the best strategies for engaging and even bonding with your interviewer is to ask questions. Hiring managers are more likely to judge candidates by their questions than their answers. Tailor your questions to the company you're interviewing. Do a little research beforehand about the history of the company or its current activities or recent news items. Don't worry about asking specific question that might make you sound like you assume you have the position. Such direct interest helps build your value and shows you're capable. But remember, only ask questions you can't find answers to yourself!

You should also be prepared answer questions in the interview. Review some of the more common interview questions and think through a good answer for each.

SOME IDEAS FOR EFFECTIVE QUESTIONS TO ASK INCLUDE:

- How big is the team I'd be working with?
- Who would my co-workers be, and what are their functions?
- How many people would I be managing?
- What are the goals of this department?
- What are the company's objectives for the year?
- What would my primary tasks on this project be?
- What does the client expect at the end of the project?
- What would I go to work on first, and what would my function be?
- What is the deadline for this project? How will success be measured?
- What makes this company different from its competitors?
- What do you like about this company? What keeps you here?
- If I meet or exceed the company's expectations, will there be additional opportunities to expand my responsibilities?
- What sort of communication style works best with this team?
- What are the main challenges associated with the team?
- What are the biggest hurdles you hope to overcome in the next quarter?
- What can you tell me about the culture and the environment?
- How would you characterize successful employees in this department? What are their common qualities?
- What is the department head's leadership style? How often would we interact?
- Which internal customers would I be interacting with most frequently? What are their typical expectations?
- Please describe the duties of the job for me.
- Is this a new position or am I replacing someone?

- Does your company encourage further education?
- How often are performance reviews given?
- Do you have plans for expansion?
- How do you feel about creativity and individuality?
- Stop asking questions if you sense it is bothering the interviewer.

The better you are prepared ahead of time, the better your interview will be. Thinking of questions that you want to ask, of course. But also review your major accomplishments so that you'll be able to tell stories about your achievements when asked. The more prepared you are the better you will perform.