



Interviews: More Smart Questions to Ask

Show you're interested in the job, engaged in the company, and a good fit for the role.

In “Do You Have Any Questions for Us?” we outlined the importance of preparing smart, thoughtful questions to ask your interviewer. Here are more examples to help you demonstrate your interest in the role, and to better assess if you and the organization are a good match. Choose wisely, tailor as needed, and have four or five questions ready in case some are answered during the interview itself.

Getting to know the role and organization

- What would make a job candidate a good/bad fit?
- Is this a new position? How does this role contribute to the company's success?
- Are there any responsibilities that are not outlined in the job description?
- What are the company's values?
- What are the organization's strengths/weaknesses, and what edge do you have over your competitors?
- What challenges are you facing?
- What do you love about this company and what projects have you found most interesting?
- What drew you to this business, and where do you see yourself/the organization in 3/5 years?
- What are your expectations/objectives for the first year?
- How would you define success in 30/60/90 days?
- What are the company's plans for growth? Do you see this role evolving?
- What types of projects would I be working on?
- Would I require training prior to starting? If so, what is the training process?

Management and leadership

- To whom would I report, and what is that person's management/leadership style?
- What is the department's organizational structure?
- To help ensure a smooth transition, what are the supervisor's biggest concerns when onboarding?
 - How does the organization reinforce its values and communicate goals to its employees?
- Are employees expected/encouraged to provide feedback? If so, how?

Company culture and colleagues

- What is the company culture?
- Does the organization encourage independent

thinking or group collaboration?

- Do you hold team-building events?
- Does the company engage in remote working?
- Can you tell me a little bit about the group I'd be working with?
- Is there a company organized sports team?

The measure of success

- How have others succeeded in this role? What qualities and qualifications did they have?
- Will there be regular reviews to assess my performance? Could you please outline a typical evaluation?
- What did the last person do differently?

Growth and contribution

- What would you like the new person to bring to the role? Do you feel my qualifications make me a good fit?
- *Sample Publication* reported that you are expanding into XYZ areas. Could you please tell me more about this?
- Does the company offer a mentoring program/job shadowing/additional skills training/educational or professional development courses?
- Are there opportunities for reverse mentoring?
- Does the company and its employees engage in community outreach programs?

The next step

- What is your decision making process? And what are the next steps?
- How soon would your new hire start?
- Is there anything about my work history, experience, or skills that you would like me to clarify?
- Would you like a list of references?
- When should I expect to hear from you?
- Have I answered all of your questions?

Remember, always focus on meeting the needs of the organization. And let the interviewer bring up salary, perks, and benefits.



i n a nutshell:

Be authentic and genuine in your interest and focus on what's relevant to the open position:

- **Be mindful of the interviewer's time; 2 or 3 questions are fine**
- **Ask thoughtful questions to assess and be assessed**
- **Size up the organization; do your values and goals align?**
- **Make sure you get—and give—clear answers**
- **Avoid “yes” or “no” questions; you want specifics and insight**
- **Vary your questions to cover more ground; be flexible**

Use the opportunity to learn about your potential employer. And don't ask questions you could have easily researched. Smart questions can tip the scales in your favor and show that you're engaged, ready to move forward, and looking to contribute.