



Questions to Impress

There is a point towards the end of most, if not every, interview where the interviewer will ask “Do you have any questions?”

The interviewer expects you to ask questions at this point. If you are serious about working for the company and have done your research, then there are bound to be questions you have about the role or company.

Interviewers will look unfavorably on people who have no questions to ask. Most interviewers would see that as an indication that you are not that interested in the role.

This is also your opportunity to seek clarification on any points or find out more details about the role or the company. Remember, the interview is a two way street; it is as much about you assessing whether you want to work for the company as it is the company assessing whether you would be right for the role.

It is advisable to have two or three pre-prepared questions up your sleeve. There is, of course, a slim chance that all of your questions, including your pre-prepared ones, could have been answered during the course of the interview or from a chat you may have had with other employees. If this is the case say “I had some questions prepared but your interview process has been comprehensive”.



Culture

- How would you describe the culture of the company?
- What types of employee tend to excel in this environment?
- What makes your company better to work for than your competitors?

Interviewer Focused

- What do you enjoy most about working here?
- What do you personally value most in an employee?
- What do you see as the most exciting developments for the company at present?



Personal

- How will my job performance be evaluated?
- Do you have a performance appraisal system for your staff?
- How do you reward good performance?
- What is your attitude to training and development?
- Will I receive any formal training / induction for the role?
- Are salary reviews performance related?
- Provided that I perform well in the role, how soon could I anticipate a promotion?
- Where might I expect to be in two to three years time?
- Assuming my performance is good, what salary progression might I expect over the first two to three years?



Role



- How did this position become available? Is this a newly created position or has it become vacant?
 - Why isn't this position being filled from within the company?
 - What are you looking for in your ideal candidate?
 - What, in your view, are the most important skills for the job?
- What are the most difficult aspects of this position?
- What's a typical day like in the department?
 - How much autonomy will I have in the role?
 - Who will I report to?
 - What is their personality / management style like?

Company



- What do you think is this company's biggest challenge over the next 1 -2 years?
- What are some of your current major projects?
- What is the competition doing?
- What has been the impact of the recent product launch?
- What are the company's goals for the future?
- Where do you expect the company to be in 2 years?
- What makes your company successful?
- What do you think gives this company an edge over its competitors?
- What makes your company better to work for compared to others?
- Can you describe the CEO? (this will give you an insight into the culture of the organisation by the tone set from the top).



Questions to Avoid!

- What does the company /department do?
- What is the salary?
- What are the benefits?
- How much time off will I get?
- Can I change my working hours?
- What is the company policy for sick leave?
- What does this company do?
- Did I get the job?



Questions you Should always ask!

- What are the next steps?
- When do you expect to make a decision?