



DO YOU HAVE A QUESTION FOR US?

15 suggestions on that crucial interview answer

Interviews are all about questions; usually answering them. However, every interviewer will ask you if you have any questions for them towards the end of the interview. Therefore, how do you ask great questions? Be prepared with well thought out, open-ended questions for the interview!

The critical thing, is that you ask a questions that matters, is relevant to you and to the company, and that the answer is not one that you could get by looking on their website – that is sure to be a shooting yourself in the foot.

The following is a list of, suggested questions that you could ask at the end of an interview. Most of these questions allow you to follow-up with a statement as to why your background and experience makes you the ideal candidate – although this isn't a must, and be careful not to present yourself as being manipulative.

Whether you use these questions or have your own, it's important to have questions ready. If you are interviewing with several different people, you should ask each one a different set of questions. Remember, it's likely that the members of the interview team will get together and compare notes. You don't want to be seen as having the same questions for everyone. Also, be sure your questions are appropriate for the person you're interviewing with. Asking the HR person about their management styles makes little sense unless you're applying for a position in that department.

Remember: Only ask questions you can't find the answers to yourself!

1. Why is this opportunity open? Is this a new position or am I replacing someone? If you're replacing someone, what did that person go on to do?
2. What would you like done differently by the next person you hire?
3. What is the most pressing issue you (the company) face? What would you like to have (or need to have) done in the next several months?
4. What freedom would I have in determining my methods? Or how do you feel about creativity and individuality?
5. What kind of support does this position have in terms of people, finances, etc?
6. What are some of the more difficult problems facing someone in this position? How do you think these could be best handled?
7. What significant changes do you foresee in the near future?
8. What are the most critical factors for success in this position?
9. How would you characterise successful employees in this department? What are their common qualities?
10. How do you measure success?
11. Where do you see your company (or your function) going in the next several years?
12. How would you describe your own management style?
13. What makes this company different from its competitors?
14. What do you like about this company? What keeps you here?
15. If I meet or exceed the company's expectations, will there be additional opportunities to expand my responsibilities?