

# Questions to ask an Employer

A job interview is a true exchange. Not only does the employer need to determine if you are the best fit for a position and team, but you need to determine if the role is a good fit for not only your skills but how you want to develop. These questions below will help you in making that determination.

If interviewing in multiple rounds, pick questions based on who you are talking to. For example if you are interviewing with a potential peer, you should steer the questions towards team dynamics and day to day. If speaking to the hiring manager, ask questions about performance, expectations and higher level items.

## **Job Responsibilities**

1. Can you describe a typical day for the person in this role?
2. What are some of the first projects the person in this role will work on?
3. What does a typical day or week look like in this role?
4. What are the most immediate projects that need to be addressed?
5. Can you show me examples of projects I'd be working on?
6. What are the most important things you'd like to see someone accomplish in the first 30, 60, and 90 days on the job?
7. What are your expectations for me in this role?
8. What's the most important thing I should accomplish in the first 90 days?
9. What are the most immediate projects that I would take on?

## **Performance Evaluation**

10. How do you measure success in this role?
11. What is the performance review process like?
12. What metrics or goals are used to evaluate this role?
13. What are the performance expectations of this position over the first 12 months?
14. How often would I be formally reviewed?



# Questions to ask an Employer (cont.)

## **Professional Growth Opportunities**

15. What skills or qualities do you think are most important to succeed in this role? At this company?
16. What learning and professional development opportunities are available to your employees?
17. Will there be opportunities for stretch assignments where I can learn and use new skills?
18. What are the advancement opportunities for this role?
19. What are the career paths beginning with this position?
20. What are the common career paths in this department?
21. How does the team I'll be part of continue to grow professionally?
22. Are there examples of a career path beginning with this position?
23. How are promotions typically handled?
24. Where have successful employees previously in this position progressed to?

## **Team Dynamics**

25. Can you tell me more about the team? My manager?
26. How would you describe your management style? (If you're meeting with the person you'd report to)
27. Who will I work closely with?
28. Can you tell me about my direct reports? What are their strengths and the team's biggest challenges? (if you are interviewing for a management/leadership role)
29. What are the team's biggest strengths and challenges?
30. Which other teams work closely with this one?
31. Who will I work with most closely? What other departments or units will I interact with?
32. How does the team form and maintain strong bonds?



# Questions to ask an Employer (cont.)

## **Team Dynamics (cont.)**

33. What kind of team/company events do you have?
34. What do you and the team usually do for lunch?
35. Does anyone at the company or on this team hang out outside the office?
36. Do you ever do joint events with other companies or departments?

## **Company Culture**

37. What are the most important company values?
38. What is the company and team culture like?
39. What are your favorite parts about working here?
40. What's different about working here than anywhere else you've worked?

