

## Questions to Ask the Interviewer

A job interview will quickly disintegrate into an interrogation or monologue unless you ask some high quality questions of your own. Candidate questions are the lifeblood of any successful interview, because they create dialogue and help clarify your understanding of the company and the position responsibilities.

In addition, the questions you ask serve to indicate your grasp of fundamental issues, reveal your ability to probe beyond the superficial and challenge the employer to reveal his or her own depth of knowledge and commitment to the job.

Your questions should always be slanted in such a way as to show empathy, interest, or understanding of the employer's needs. After all, the reason you're interviewing is because the employer's company has a piece of work that needs to be completed, or has a problem that needs correcting. Here are some questions that have proven to be very effective:

- What can you tell me about the history or growth of the organization?
- What is your main objective in the next six months, and how could someone like me help?
- Tell me about a typical day in your department.
- What is the forward outlook of your company in terms of growth, profits, or the inverse?
- What's the most important issue facing the company (or department)
- How can I help you accomplish this objective?
- How long has it been since you first identified this need?
- How long have you been trying to correct it?
- Have you tried using your present staff to get the job done? If so, what was the result?
- Is there a certain aspect of my background you'd like to leverage to help accomplish your objectives?
- What are the top qualities you are looking for in a candidate?
- At this juncture, how do I compare with other qualified applicants?
- Do you have any hesitations about me being successful with your company / Do you have any questions or perhaps underlying concerns that might prevent me from moving forward in this process?
- When may I return and meet some of the people with whom I would be working with?

Questions like these will not only give you a sense of the company's goals and priorities, they'll indicate to the interviewer your concern for satisfying the company's objectives.