

## Questions to Ask Your Interviewer

### Job Specific Questions

- What are your expectations for me in this role?
- What does a typical day or week look like in this role?
- What are the most important things you'd like to see someone accomplish in the first 30, 60, and 90 days on the job?
- What are the biggest challenges that someone in this position would face?
- What's the performance review process like here? How often would I be formally reviewed?
- What metrics or goals will my performance be evaluated against?
- What are the most immediate projects that I would take on?

### Team-Oriented Questions

- What types of skills is the team missing that you're looking to fill with a new hire?
- What are the biggest challenges that I might face in this position?
- Do you expect my main responsibilities in this position to change in the next six months to a year?
- Can you tell me about the team I'll be working with?
- Who will I work with most closely? What other departments or units will I interact with?
- Can you tell me about my direct reports? What are their strengths and the team's biggest challenges?
- Do you expect to hire more people in this department in the next six months to a year?

### Questions for Your Potential Leaders

- How long have you been at the company?
- How long have you been a manager?
- What is one challenge you occasionally or regularly face in your job?
- What's your favorite part of working here?
- Are there any upcoming initiatives or projects you're especially interested in?

### Questions About the Company

- What are the current goals the company is focused on, and how does this team work to support hitting those goals?
- What gets you most excited about the company's future?
- How would you describe the company's values?
- How has the company changed over the last few years?
- What are the company's plans for growth and development?

### Questions About the Company Culture

- How do you typically onboard employees?
- What do new employees typically find surprising after they start?
- Is there anything I should read before starting that would help me have a shared understanding with my colleagues?
- What's your favorite office tradition?
- Do you ever do joint events with other departments or teams?
- What's different about working here than anywhere else you've worked?
- How has the company changed since you joined?
- How has the organization overcome challenges with remote work?
- How does the company make sure that remote and hybrid employees are given the same opportunities and standards as in-office employees?

### **Questions About Career Development, Career Paths, and Future Opportunities**

- What learning and development opportunities will I have in this role?
- Will there be opportunities for stretch assignments where I can learn and use new skills?
- How does the team I'll be part of continue to grow professionally?
- Are there examples of career paths beginning with this position?
- What are the common career paths in this department?
- How are promotions typically handled?
- Where have successful employees moved on to?

### **Closing Questions**

- What am I not asking you that I should?
- Is there anything else I can provide you with that would be helpful?
- Is there anything I clarify for you about my qualifications?
- What are the next steps in the hiring process?