



What to Ask When You're In the Room

The good news is that you've landed a job interview. The bad news is that you're nervous and not sure what questions to ask once you're in there. Many candidates get stressed about job interviews and forget that just as the employer is interviewing them, they should also be interviewing the employer. Just like the job interviewer needs to be convinced that you are the person for the job, you need to be convinced that this is the company for you.

At the end of the interview, when the employer asks if the candidate has any questions, candidates should be ready to ask a series of questions to determine if their goals are aligned with the company's initiatives.

Here are five of the best questions a candidate can ask their interviewer, and why:

How would you describe the company's culture and management style?

Why Ask: By asking this question, you are able to learn more about the working environment as well as some of the company's systems and processes. Learning more about the culture can help you decide if your personality is a match for the company and vice versa.

What does a typical day/week look like in this position?

Why Ask: This question allows you to get a better feel for how the company operates. For example, is there frequent overtime or do projects often pop up at the last minute? You will also get a better feel of the expected responsibilities for the position and what the person in the position will likely focus their time on. You can get insight into the day-to-day happenings as well as overall expectations for the role.

What is needed to succeed in this position? What did past employees do well and what could they have improved upon?



Why Ask: If you ask this question you will get some insight into what the company values in an employee and how they measure success. By knowing this information you can assess on your own whether you have the skill set needed to meet the company's goals and expectations for the position.

What is the most important thing that you'd like to see someone accomplish within the first 30 days in this position?

Why Ask: By asking this question you will learn about the most pressing issues associated with the position and learn the company's pain points. It's likely that much of the job interview will be related to your strengths and what the company does well, so you can take an extra moment with this question to reiterate how your skills can positively impact the company.

How does this position affect the company in the short- as well as long-term?

Why Ask: When you ask this question, the interviewer will see that you're thinking beyond the short-term – you're a candidate that cares about the business as a whole. This question can also start a conversation about what you specifically can do for the company.

You may be wondering what to do if all of your questions are answered during the course of the interview. It's crucial to make sure you have your questions written down in advance. If you feel that all your questions have been answered during the interview, pull out your list of questions, look them over, and tell your interviewer, "From checking my list, I see that all my questions have already been answered." By having the questions written down and allowing the interviewer to see that, you'll demonstrate that you came prepared.

The questions you ask your interviewer should be thoughtful and illustrate that you've done your homework on the company and the job. ■