

# 70 Interview Questions to Ask an Employer

The interview runs both ways. Bring your own questions.

By Brent Morrell · BrentMorrell.com

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Grab it, use it, pass it to someone with an interview coming up.

Showing up without questions of your own can cost you the job. I pulled these 70 together from Forbes, Business Insider, and my own experience. They help you prepare, and they help you decide whether the role is right for you. **Pick the handful that matter most to you.**

## How to use this list

- Choose five or six questions before the interview. Nobody has time for all 70.
- Skip anything you could find on the company's website.
- Listen to the answer and ask a follow-up. That is where you learn the most.

## About the job

Get a clear picture of the day-to-day work, both now and a year from now.

- 1 What does a typical day look like?
- 2 What are the most immediate projects that need to be addressed?
- 3 Can you show me examples of projects I'd be working on?
- 4 What are the skills and experiences you're looking for in an ideal candidate?
- 5 What attributes does someone need to have in order to be really successful in this position?
- 6 What types of skills is the team missing that you're looking to fill with a new hire?
- 7 What are the biggest challenges that someone in this position would face?

**8** What sort of budget would I be working with?

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**9** Is this a new role that has been created?

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**10** Do you expect the main responsibilities for this position to change in the next six months to a year?

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**11** Beyond the hard skills required to successfully perform this job, what soft skills would serve the company and position best?

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**12** Is this a new position or are you hiring to replace someone?

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**13** What do you think my major challenges will be integrating myself into the company, should I get the job?

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## About training and development

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A new job is also the next step in your career. Find out whether this one moves you forward.

**14** How will I be trained?

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**15** What training programs are available to your employees?

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**16** Are there opportunities for advancement or professional development?

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**17** Would I be able to represent the company at industry conferences?

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**18** Where is the last person who held this job moving on to?

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**19** Where have successful employees previously in this position progressed to?

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## About performance

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How a manager measures success tells you the company's priorities and that manager's style.

**20** What are the most important things you'd like to see someone accomplish in the first 30, 60, and 90 days on the job?

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**21** What are the performance expectations of this position over the first 12 months?

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**22** What is the performance review process like here? How often would I be formally reviewed?

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**23** What metrics or goals will my performance be evaluated against?

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**24** Thinking back to people you've seen do this job previously, what differentiated the ones who were just good from the ones who were really great at it?

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## About the interviewer

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People like to be asked about their own work, and their answers tell you what it is like to stay.

- 25 How long have you been with the company?
- 26 Has your role changed since you've been here?
- 27 What did you do before this?
- 28 Why did you come to this company?
- 29 What's your favorite part about working here?
- 30 Where do you see yourself in five years?
- 31 What's one of the most interesting projects or opportunities that you've worked on?

## About the company

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You are joining a business as well as a team. Learn where it is headed.

- 32 I've read about the company's founding, but can you tell me more about...?
- 33 Where do you see this company in the next few years?
- 34 What can you tell me about your new products or plans for growth?
- 35 What are the current goals that the company is focused on, and how does this team work to support hitting those goals?
- 36 What gets you most excited about the company's future?
- 37 What are some of the areas of opportunity your company faces right now, and what is your team doing to solve them?
- 38 Who do you consider your major competitors? How are you better?
- 39 How would you score the company on living up to its core values? What's the one thing you're working to improve on?

## About the team

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The people you work with every day shape the job more than the job description does.

- 40 Can you tell me about the team I'll be working with?
- 41 Who will I work with most closely?

- 42 Who will I report to directly?
- 43 Can you tell me about my direct reports? What are their strengths and the team's biggest challenges?
- 44 Do you expect to hire more people in this department in the next six months?
- 45 Which other departments work most closely with this one?
- 46 What are the common career paths in this department?
- 47 What is your staff turnover rate and what has been done to reduce it?
- 48 Will I have an opportunity to meet those who would be part of my staff or my manager during the interview process?
- 49 Can you give me an example of how I would collaborate with my manager?

## About the culture

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Every workplace has habits nobody writes down. These questions bring them out.

- 50 What's the company and team culture like?
- 51 How would you describe the work environment here? Is the work typically collaborative or more independent?
- 52 Can you tell me about the last team event you did together?
- 53 Is there a formal mission statement or company values? (Ask this only if you can't find it online.)
- 54 What's your favorite office tradition?
- 55 What do you and the team usually do for lunch?
- 56 Does anyone on the team hang out outside the office?
- 57 Do you ever do joint events with other companies or departments?
- 58 What's different about working here than anywhere else you've worked?
- 59 How has the company changed since you joined?
- 60 What makes people stay at this company?
- 61 What type of employee tends to succeed here? What qualities are the most important for doing well and advancing?
- 62 When your staff comes to you with conflicts, how do you respond?

## About next steps

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Before you leave, confirm they have what they need from you and that you know what happens next.

**63** Have I answered all your questions?

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**64** Is there anything that concerns you about my background being a fit for this role?

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**65** Who do you think would be the ideal candidate for this role, and how do I compare?

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**66** What are the next steps in the interview process?

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**67** Is there anything else I can provide you with that would be helpful?

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**68** Can I answer any final questions for you?

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**69** Is there anything we haven't covered that you think is important to know about working here?

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**70** Can you tell me what steps need to be completed before your company can generate an offer?

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**Ask the question, then listen to the answer. How they respond tells you plenty about the job.**

Shared freely by Brent Morrell. Use it, adapt it, pass it along. These questions were gathered from several published sources, including Forbes and Business Insider, along with my own experience. This is general guidance, and every employer runs its interviews differently. Views are my own and do not represent my employer, past or present.