

# ***What Should You Ask in a Job Interview as a Candidate?***

You're at the big job interview. It's going really well, and you've crushed all your answers so far. But then, the interviewer looks up from their notes and asks the one thing that makes your palms sweat and your eyes go wide: "Do you have any questions you'd like to ask?"

You spend so much time thinking about the answers you'll give in a job interview that it's easy to forget about what questions to ask in return. But asking meaningful questions in an interview is just as important for candidates as it is for hiring managers. As a candidate, you need to determine if this job is what you want to do and if this organization is where you want to be. Here are some sample questions that can help you do just that.

## **Questions to Ask about the Role**

- What does the day-to-day routine look like for this job?
- How do you define success for this position, and how do you measure it?
- How does this role help the company reach its goals?
- What is the most challenging aspect of this job?
- What types of skills is the team missing that you're looking to fill with a new hire?
- Who will I work most closely with? Can you tell me about them?



## Questions to Ask about the Organization

- What's your favorite part about working at the company?
- Are there opportunities for professional development? If so, what do those look like?
- What is the onboarding process like?
- What kind of processes and technology do people here use to work together?
- What are the current goals that the company is focused on?
- How long do employees typically stay at this company?
- What's different about working here than anywhere else you've worked?

## Questions to Ask about the Culture

- I noticed one of your company values is \_\_\_\_\_. Can you tell me more about that?
- How do people handle mistakes at this company?
- What kind of leadership/management style does the company promote?
- How do managers and peers give feedback here?
- What types of people are most successful here?

## Asking the Right Questions for You

With these questions in hand, you can come up with your own ideas for what to ask in a job interview. Figure out what matters to you (job duties, culture fit, organizational growth, etc.), then make sure you prepare questions focused on those things. The benefits of doing this are twofold: you'll make a great impression in the job interview, and you'll walk out with the information you need to make a confident career choice.