

21 Plus Questions to Ask At Your Next Interview

Interview preparation can be the key differentiator between receiving a job offer or not. Many times as we prepare to *answer* questions, we may forget that we should be *asking* key questions as well. Interviewers and hiring managers expect this.

Hiring managers are trying to reduce their risk of a bad hire. Candidates should be ensuring they are seeking the right organization for our needs and skills. You can assess this by asking specific questions that give us as much insight as possible into a company's culture, needs, and challenges.

According to Dan Miller, author of *48 Days to The Work You Love*, "*People who ask questions appear brighter, more interested, and more knowledgeable.*"

Thinking of your past work experiences, think about what you liked and didn't like. How was the management team? How did teams partner together? Essentially, what's the real vibe of the company? Using the questions below*, have 4 to 5 of these ready to go for your next interview.

Practice is key!

1. What would be a typical day's assignments?
2. What are the travel requirements, if any?
3. What is the typical career path in this position? What is a realistic timeframe for advancement?
4. Where are the opportunities for greatest growth within the company?
5. What criteria are used to evaluate and promote employees?
6. What type of training and professional development programs are available to help me continue to grow?
7. Whom would I report to in this position? What can you tell me about that person's management style?
8. What management philosophy is used by the company?
9. How would you describe the company's culture (personality, environment?) What do you like about working here?
10. What is the company's mission statement? What are the company's goals?

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313-288-9607

info@ayannaejackson.com
www.ayannaejackson.com





11. What are the skills and attributes most needed to advance in this company?
12. Who will be this company's major competitors over the next 5 years? How will this company maintain an advantage over them?
13. What has been the company growth pattern over the last 3-5 years?
14. What do you see as upcoming changes in this industry?
15. Is this a new position, or a replacement position?
16. Why is this role vacant? What happened to the previous incumbent?
17. What qualities are you looking for in the right person for this role?
18. How many people are in the department, team, division?
19. How do you see me complementing the existing group?
20. What do you enjoy about working for this company?
21. What keeps you up at night? What worries you in this role?

*Questions from 48 Days To the Work You Love, Dan Miller

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