



## Questions a Candidate Might Ask in an Interview

The main purpose of a job interview is for the employer to determine if you are a good fit for their open position, but it is also an important opportunity for a job candidate to understand if the job and company is a good fit for. Often a candidate asking good questions is a positive sign for the interviewer that the candidate is engaged in their job search and trying to learn about the company and position. While not all these questions are appropriate for each interview, here are some questions a candidate might consider asking in an interview.

### Questions about the Position:

- Is this a new position or am I replacing someone?
- If this is a new position, why was it created?
- What specific skills are necessary to success in this job? Are there any special demands?
- Are there specific challenges an employee would face in this position?
- Would you please describe the person who would best fit the job and company?
- If I am hired, what tasks would you like for me to accomplish first?
- Does the job require travel? If so, how much?
- What is a typical workday like in this position?
- How much autonomy would I have in making decisions?
- How much input would I have in determining objectives and deadlines?
- How do you measure an employee's performance and provide feedback?
- How does an employee know he or she is performing to expectations outside of formal reviews?

### Questions about the Workplace:

- How would you describe your management style?
- How would you describe the working environment?
- Who would be my immediate supervisor and where does he/she fit into the organization?
- Who would be my direct reports and/or how many would I have?
- How would you describe my potential co-workers as a group?

### Questions for the Interview's Conclusion:

- Is there anything else I should know?
- Is there anything else you would like me to know?
- Do you have any feedback for me?
- Do you have any concerns? What can I do to alleviate them?
- When may I expect to hear from you again?