

Sample Questions to Ask at the End of the Interview

Questions for your interviewer(s) demonstrate how seriously you are thinking about the interview, the organization, and the job. Your questions measure common sense, your intellectual curiosity, your maturity, and your communication skills including active listening. Write your own questions or select those most appropriate from the following list. Always ask a few questions – remember, the interview is a two-way street!

1. In what ways would you most like to see the person who is hired for this position contribute in the first few months they are here?
2. What are the organization's plans for future growth?
3. What makes this company different from its competitors?
4. What is your corporate culture / management style / leadership style / problem-solving model / decision-making process?
5. Describe the work environment here, as well as the dynamic of the team.
6. What opportunities are there for professional development?
7. What is a typical career path for someone in this position? What is the realistic time frame for advancement?
8. To whom would I report? What are the criteria for evaluation and promotion?
9. Describe a typical week / quarter / first-year assignment.
10. Do you have an initial training program or on-going programs for professional development?
11. Would there be an opportunity to have a mentor in addition to my supervisor?
12. Would this position allow for the opportunity to work on assignments in a team, interdepartmental, or cross-functional setting?
13. What are the characteristics of a successful person in your organization? (What does success look like in this position?)
14. What do you enjoy most about working for this organization?
15. Why did the last person leave this position? How many times has it been open in the past few years?
16. What are the long-term and short-term strategic directions of this department? How do you see me in this position contributing to those strategic initiatives?
17. What are some potential challenges I would face in this position?