



## Questions to Ask After an Interview

### General Questions

- What do you see ahead for your company in the next five years?
- How do you see the future for this industry?
- What do you consider to be your firm's most important assets?
- What can you tell me about your new product or plans for growth?
- How do you rate your competition?

**Positional History** *Asking about why the position is vacant can provide insight into the company and the potential for advancement.*

- What opportunity did the last person in this role move on to?
- What were the major strengths and weaknesses of the last person in this role?
- What types of skills do you NOT already have on your team that you are looking for in a successful candidate for this role?

**Department Structure** *Asking about your department's workers and role in the company can help you understand more about the company's culture and hierarchy.*

- What is the overall structure of the company? How does the department fit into the structure?
- What are the career paths in this department?
- What have been the department's successes in the last couple of years?
- How do you view your group/division/department?

**Job Responsibilities** *To avoid any confusion, it helps to gain a solid understanding of the position from the beginning.*

- What would you consider to be the most important aspects of this job?
- What are the skills and attributes you value most for someone being hired for this position?
- Where have successful employees previously in this position progressed to within the company?
- Could you describe a typical day or week in this position? The typical client or customer I would be dealing with?

**Expectations** *To determine how and when you will be evaluated*

- What are the most immediate challenges of the position that need to be addressed in the first three months?
- What are the performance expectations of this position over the first 12 months?
- How will I be evaluated at XYZ company, and how often?

**Next Steps** *At the end of the interview, don't forget to ask...*

- What are the next steps in the interview process?