

Interview Questions to Ask the Employer

Why are end-of-interview questions important?

At the end of most job interviews, the employer will ask if you have any questions for them. This is a chance for you to show enthusiasm for the job and that you want to be informed. It also gives you the opportunity to confirm if the position will be a good fit for you. Prior to your interview, spend some time researching the company so you can ask informed questions.

Sample questions to ask at the end of your interview:

Company Culture

- ✓ What is the best part about working for this company?
- ✓ How does this role contribute to the company's mission and values?
- ✓ What are the biggest opportunities facing this company right now?
- ✓ What are the biggest challenges facing this company right now?

Role-specific Questions

- ✓ How do you evaluate success in this role?
- ✓ What would you expect the person in this role to accomplish during their first year?
- ✓ What are the top three traits you think are most important for this role?
- ✓ What does a typical day in this role look like?
- ✓ What kind of training will be provided for me to learn this role?
- ✓ Who will my direct supervisor be?
- ✓ What opportunities for professional development does this company provide?
- ✓ What kind of team will I work with?

Next Steps

- ✓ Do you need me to clarify or elaborate on anything that was in my application or that was said today?
- ✓ Is there anything else I can provide to help you with your decision?
- ✓ What are the next steps in the interview process?

Types of questions NOT to ask:

Just as there are questions that can make a good impression on the employer, there are some questions that can also make a bad impression.

- ☒ Do not ask extremely basic questions about the job and the company (for example, questions that could be answered by a quick Google search). While you can ask what a day or week in the role looks like, you should not make it seem as though you did not read the job description.

- ☒ Do not ask about how long it will be before you are promoted or receive a raise. You can ask about growth opportunities, but the hiring manager is not interviewing you for a promotion; they are interviewing you for the job that you applied for.
- ☒ Do not ask questions about benefits and salary until you are further along in the job offer process. The only time it would be appropriate to discuss salary in a first interview is if the interviewer asks you directly. It is especially important not to ask about vacation time or days off, as that may indicate you wish to be away from the job as often as possible.
- ☒ Do not ask questions that make you seem untrustworthy. Questions such as “Do you perform background checks?” or “Do you monitor internet usage?” imply that you may have something to hide.
- ☒ Do not ask questions starting with “why,” as they can come across as confrontational, and you do not want to make your interviewer defensive.
- ☒ Do not ask simple yes or no questions unless you have a follow-up seeking more detail. Keeping the conversation natural will be more comfortable for both you and the interviewer.
- ☒ Do not ask questions that are irrelevant to the job or the company.
- ☒ Do not ask too many questions, and do not ask long, complicated questions. We recommend preparing five or six questions (in case one of your questions is answered during the interview) and asking two or three. It is important to ask insightful questions, but you also want to respect the interviewer’s time.

Finally, keep in mind that the sample questions above are just examples. Not all of them will be relevant to every job, and you may have other questions you wish to ask. However, this list should serve as a good starting point for you to impress your potential employer!

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