Interview Questions You May Ask Employers

Employers will typically ask if you have any questions about the position or the organization. Do not pass up this opportunity to gather more information to show your interest and help decide if you want the job.

You should have a list of questions prepared for this crucial part of the interview. Every question you ask should demonstrate your interest and confirm your knowledge of the organization.

**Strategies**

1. Ask specific questions about the position if this hasn’t already been covered. You need to know what will be required of the person in the position to see if there is a fit between your interests and qualifications and the requirements of the organization.
2. Ask questions concerning advancement and promotion paths available. Try to find out what the possible promotion path is to see if it fits your career goals. You may also want to ask about periodic performance evaluations and pay reviews.
3. Ask questions about the organization’s training program.
4. Ask questions about location and travel required. If you have limitations regarding location, relocation possibilities, or expected travel, this is the time to find out what is expected in the position. If you have limitations based on health or family commitments, these should be discussed with the recruiter.

**To a prospective coworker**

What do you like best about working for this department/organization?
What do you find most challenging about working for this department/organization?
Can you describe a typical workday in the department?
What are the possibilities for professional growth and promotion?
Do you have much of an opportunity to work independently? With superiors, colleagues, customers?
How did you get to where you are in this organization and in your career?

**To your prospective supervisor**

What would be my primary responsibilities?
What would I be expected to accomplish in the first six months on the job? In the first year?
What are some of the department’s ongoing and anticipated special projects?
Can you describe a typical day in the life of this position?

**To the human resources representative**

Are employees encouraged and given the opportunity to express their ideas and concerns?
What do employees seem to like best and least about the company?
What is the rate of employee turnover? Why is this position open?
How large is the department where the opening exists?
What type of orientation or training do new employees receive?
How often are performance reviews given?

**Questions to Avoid:**

Not only should you know what questions to ask during the interview, but it is important to know what questions not to ask. You don't want to alienate the recruiter by putting him or her on the defensive.

1. Questions that are answered in the company's annual report or employment brochure. Recruiters are familiar enough with their own information to recognize when you haven't done your homework. If some information in the annual report isn't clear to you, by all means ask for clarification.
2. Don't bring up salary or benefits in the initial interview. This is a major mistake. The majority of companies recruiting are very competitive and will offer similar salaries and benefits. The recruiter may choose to bring up the information, but you should not initiate the topic. You will give the impression that you are more concerned with fringe benefits than the substance of the position.
3. Personal questions or questions that will put the recruiter on the defensive. This includes questions such as the interviewer's educational background, marital status, past work experience, and so on. This information is none of your business.
4. Questions that have already been answered during the interview. If you have prepared a list of questions and some of them have been addressed during the interview, do not repeat them.