10 questions you should ask during your next job interview

Are you preparing for a job interview? You're bound to hear this question at the end:

"So, do you have any questions for me?"

Gazing at your interviewer with a blank stare and a shake of the head is not a good look. Instead, try some of these questions—they're designed to help you make an informed decision, while also impressing the hiring manager.

1. WHAT WOULD A TYPICAL DAY LOOK LIKE FOR THIS ROLE?

Why you should ask: Learn what the day-to-day of the job will be, including your primary tasks and your start/finish time.

✪ FOLLOW-UP QUESTIONS:

What time do people start work/come into the office?
What are the most important daily tasks for this role?
What is the company's policy on overtime?

2. CAN YOU TELL ME MORE ABOUT THE STRUCTURE OF THE TEAM?

Why you should ask: Find out who you'll be reporting to and working with closely if you get the job.

✪ FOLLOW-UP QUESTIONS:

Who will my direct managers be?
What are some traits I need to be successful?
(If working in a team) What are leadership's favorite behaviors?

3. WHAT IS THE BEST PART OF WORKING FOR THIS COMPANY?

Why you should ask: Uncover any benefits or cultural perks that didn't come up in the first part of the interview.

✪ FOLLOW-UP QUESTIONS:

Are there regular activities/outings that people go on?
What is the policy around vacation time and days off?
Does the company offer a medical insurance policy?

4. WHAT'S THE BIGGEST CHALLENGE WORKING HERE?

Why you should ask: Uncover any challenges so you can assess fit and properly adjust expectations for your new workplace.

✪ FOLLOW-UP QUESTIONS:

How have you or others overcome these challenges?
For people that struggle, what are the most common mistakes?
What advice would you give for the first 90 days?

5. WHAT DO YOU WANT YOUR IDEAL CANDIDATE TO ACHIEVE IN THEIR FIRST THREE MONTHS?

Why you should ask: When you land the job, you'll be able to hit the ground running and impress your new managers and teammates.

✪ FOLLOW-UP QUESTIONS:

Is there a probation period that I'll be expected to meet?
What can I do to be fully prepared for my first day?
If I were selected, what would you want to say to me in 90 days?

6. WHAT ARE SOME OF THE GROWTH OPPORTUNITIES?

Why you should ask: Learn what larger career opportunities you'll have if you accept the position.

✪ FOLLOW-UP QUESTIONS:

Can you give me an example of somebody's career trajectory who excels in this role?
Does the company offer any training, development, or mentorship?
If I'm selected and excel in the position, how do performance evaluations generally work?

7. WHAT CHANGES ARE ON THE HORIZON FOR THE COMPANY?

Why you should ask: Find out if anything in the future may change how you feel about taking on this role, positive or negative.

✪ FOLLOW-UP QUESTIONS:

How will these changes impact this role?
What are some big changes that have happened recently?
Is there a specific timeline for the changes you mentioned?

8. WHAT ARE THE WORK-FROM-HOME GUIDELINES?

Why you should ask: Learn whether you'll be able to do some of your work remotely, and how often you'll need to be at the office.

✪ FOLLOW-UP QUESTIONS:

How often will I be attending in-person meetings?
How much travel is necessary for this role?

9. WHAT IS THE ONBOARDING PROCESS GOING TO LOOK LIKE?

Why you should ask: Make sure there is a good policy in place for helping you adjust to your new role.

✪ FOLLOW-UP QUESTIONS:

Who helps new hires through the onboarding process?
What training is required at the start?
What is training like? Any tips or strategies to excel?

10. IS THERE ANYTHING ELSE I SHOULD KNOW?

Why you should ask: Cover any last important details before you wrap up a successful interview.

✪ FOLLOW-UP QUESTIONS:

What's something you wish you'd known before you started here?
When do you expect to make a decision on this role?
Any feedback for me on our initial first impression together?

TVI © The Vector Impact. Attribution-NoDerivs (CC BY-ND) • TheVectorImpact.com • Read More ⇨ The Real Perks at Work