Questions to Ask at an Interview

Finding the right job is a two-way street: you have to fit with the organization, and the organization has to be the right fit for you! By asking questions during the interview, you’ll not only show that you’re keen, engaged, and interested, but you’ll also gain valuable information that will help you decide if the opportunity is the right fit for you. Before the interview, prepare three to four questions and jot down any questions that come up during the interview. If you’re stuck, here are some ideas to help get you started.

**Show your interest in the position.** Get to know the position better by asking about any other duties or requirements. Finding out what others have done to make them successful in the role shows your willingness to grow and be the best person for the job. Make sure you don’t ask a question that’s already answered in the job posting!

**Ask about training and development.** Asking about training and development can give you a good idea of the amount of support you’ll be getting from the organization. Getting more information about how you may be challenged or grow might give you an idea of whether or not this opportunity will help you develop new skills.

**Discuss performance.** Discussing how your performance will be measured can also give you an idea of how you may be supervised. Find out how the organization defines and measures success. This is a great opportunity to see if there will be ways for you to improve your performance through evaluations, workshops, or other training sessions.

**Focus on the interviewer.** Once you’ve answered all of his or her questions, ask the interviewer about their role in the company. If they’ve been there for a long period of time, find out what makes this organization so special. Or, ask what their daily activities include to see how the organization operates. Who knows, maybe you’ll be able to connect with some of their perspectives!

**Learn about the company culture and environment.** When looking for the right job, you need to be sure that the organization is the right fit for you. Asking about the company culture and work environment is important for making the right choice! Take some time to reflect on your preferences before the interview (try these tools here!) and then ask questions that will help you determine if there’s a fit.

**Ask about the next steps.** Show off your confidence and interest in the position by asking about the next steps in the hiring process to let the interviewer know that you’re serious about the job. Knowing when the decision will be made will ease your worries as you wait to hear back.

It’s important to know what questions to ask, but it’s just as important to know what questions to avoid. Avoid “yes/no” questions and ask open-ended questions instead. This will help you get more detailed answers which will help you learn if the position is a fit for you. Unless they bring it up first, avoid discussing salary, compensation, or benefits as this can leave a negative impression.