

# 30 QUESTIONS

TO ASK YOUR INTERVIEWER



# RESUMES LAND INTERVIEWS

## INTERVIEWS LAND JOBS

Nothing against resumes, but sometimes they steal the show. It's easy to get lost in trying to write a killer resume that charms the pants off every employer. Resumes land interviews. But the interview, interviews land you the job - so you better come prepared. Part of being a phenomenal interviewer means you can speak intelligently about your career history and how it can benefit an employer. **At the same time, you are interviewing them as much as they are interviewing you.**

Ask the tough questions to get a clear picture of what it's like to work there. Every company boasts about a fabulous culture, but the subculture might actually stink underneath all those roses. Is this a place you want to strategically grow your career? Could you call this place home for the next 5 - 10 years? Your resume got you in the door. Now it's time to decide whether that door is worth opening.



# HERE ARE 30 QUESTIONS YOU SHOULD ASK YOUR INTERVIEWER

## QUESTIONS ABOUT YOUR ROLE:

- 1) What about my background interested you for this position?
- 2) What would be expected of me - should I get the job - in the first 30, 60, 90 days?
- 3) How will I be measured for success in this role?
- 4) Should I be hired, who would I work alongside?
- 5) What does the growth trajectory look like in this role? 6) What is the typical timeline for that progression?
- 7) What does a day-in-the-life of this role look like?
- 8) How will I be trained?
- 9) What does your professional development or employee engagement programming look like?
- 10) What is your management style?
- 11) What do you think is the biggest challenge in this role?
- 12) This is a new role - how does it fit into the overall organizational matrix?
- 13) What personality traits would help someone perform well in this role?

## QUESTIONS ABOUT THE WORK ENVIRONMENT:

- 14) What tools do teams use to communicate each day?
- 15) Which other teams work most closely with this one?
- 16) Is the work on this team more collaborative or independent?
- 17) Do employees ever work remotely?



## QUESTIONS ABOUT THE COMPANY:

- 18) What are some reasons people like working here?
- 19) Who do you feel is the biggest competitor to [company]?
- 20) How would YOU describe the company culture?
- 21) What is the organization doing to develop leaders internally?
- 22) What is the company's focus over the next 5 years and how does our department fit into it?
- 23) Just curious, I noticed that you have some Glassdoor reviews that speak to [something negative] - do you have any context on that?
- 24) I noticed from your LinkedIn profile that you did [X and then Y] and then landed here - what made you choose [company]?
- 25) I know the industry is going [x way], how does [company] plan on staying ahead of the curve?
- 26) What steps do you take to keep employees highly motivated?

## QUESTIONS TO SEAL THE DEAL:

- 27) What are next steps in the interview process?
- 28) Who should I stay in touch with moving forward?
- 29) How should I follow up?
- 30) When will I hear back from you?

# YOU READY?

(rhetorical question)

Job interviews are a two way street. It's got to work for you just as much as it does them. Asking just a handful of these questions will help you determine a mutual fit. Don't be afraid to pry. They aren't, so why should you?

Have questions for me?

Need a little shot of confidence before your interview?

Want an encouraging go-get-em GIF to get you in the interviewing spirit?

My door is open. I got you.  
Email me:

[Lauren@launchpointresume.com](mailto:Lauren@launchpointresume.com)

