

NAILING COMMON INTERVIEW QUESTIONS

The Talent Place

Career Coaching & Outplacement



The Importance of Asking Relevant Questions

Asking thoughtful questions in an interview isn't just a courtesy—it's a strategic move. It demonstrates that you're informed, engaged and seriously considering role and organisation alignment. Well-considered questions spark meaningful dialogue, helping you build rapport and enabling both parties to assess whether the working relationship will thrive.

Here's why it matters:

- Demonstrates curiosity and professionalism
- Signals you've researched the company and role
- Builds rapport with the interviewer
- Helps you assess culture, expectations, and growth potential
- Leaves a lasting impression—often stronger than your answers

According to recent studies, candidates who ask insightful questions are significantly more likely to receive job offers.

Examples of Strong, Generic Questions to Ask:

Role Clarity

- "What does success look like in the first 90 days?"
- "What are the biggest challenges someone in this role might face?"

Team & Collaboration

- "Can you tell me more about the strengths and weaknesses of the team?"
- "How does the team typically collaborate on projects?"

Company Culture

- "How would you describe the company culture?"
- "What do you love most about working here?"

Growth & Development

- "What learning or development opportunities are available?"
- "Where have previous employees in this role progressed to?"

Leadership & Feedback

- "How is performance typically measured and reviewed?"
- "What's the leadership style of the team or department?"

Use your research to prepare plenty of questions in advance, while remaining open to new ones that may emerge during the conversation. Asking early—if the opportunity presents itself—can help ease tension, spark rapport, and give you useful context to tailor your own responses more effectively throughout the interview