



20 POWERFUL QUESTIONS TO ASK AT THE END OF AN INTERVIEW

The interview is a two-way conversation between you and your future employer. Asking thoughtful questions demonstrates preparation, curiosity, and genuine interest in the role while helping you determine whether the opportunity aligns with your career goals. Use the following questions below at the end of the interview to leave a lasting impression on your interview committee.

TEAM & CULTURE

1. How would you describe the culture of the team I would be joining?
2. What qualities have made previous employees successful in this role?
3. What are some of the biggest challenges currently facing the team? How does this position support or address those challenges?
4. How does the organization support collaboration across departments? Is there an opportunity to cross-collaborate with related or different department?
5. What do employees enjoy most about working here?

ROLE EXPECTATIONS

6. What would success look like in this position during the first 90 days? How about after one-full year?
7. What are the top priorities for the person hired into this role?
8. What skills or experiences would help someone excel in this position? Is there training available to obtain these skills and experiences?
9. What are the most immediate projects or initiatives this person would be responsible for?
10. How is performance typically measured for this role? Is there a one-on-one performance review process or does it involve other team members?

LEADERSHIP & MANAGEMENT

11. How would you describe the leadership style of the direct supervisor?
12. What does effective communication look like between leadership and staff?
13. How frequently are performance evaluations or check-ins conducted? Are they requested by the employee or the corresponding supervisor?
14. What opportunities are there to provide feedback or contribute new ideas?

GROWTH & DEVELOPMENT

15. What professional development opportunities are available to employees?
16. What career paths have previous employees in this role pursued?
17. How does the organization support continued learning and skill development? Are there funds available to support professional development?
18. Are there opportunities for advancement within the organization?



THE HIRING PROCESS

19. What are the next steps in the hiring process?
20. Is there anything we've discussed today that you'd like me to clarify or expand upon regarding my qualifications?

PRO TIP

Select 3 to 5 questions that are most relevant to the role and organization you are applying and interviewing for. Asking thoughtful, tailored questions often leaves a stronger impression than asking every question on a list.

QUESTIONS TO AVOID

Asking the right questions during an interview can be a valuable opportunity to learn more about an organization and the position you are applying to, however, there are some questions you may want to avoid until you advance within the candidacy and hiring stages.

- **What does your company do?** (This should be researched before the interview begins)
- **How soon can I take vacation?** (It is best to avoid taking time off until you have completed the hiring and onboarding process. Some companies have a waiting period before you can access your time-off and/or sick time. This will be introduced during your orientation or onboarding.)
- **What time can I leave every day?** (Expectations around arrival and dismissal time will be introduced during your orientation and onboarding experience. Although it is a great training, the timing may have been introduced within the job posting or will be mentioned later in the hiring process.)
- **How much does this role pay?** (Oftentimes the rate of pay, or salary may be included within the job description. If it is not, wait until you are prompted by a recruiter or hiring manager to discuss your salary expectations for this role. The conversation around salary may be introduced within the initial phone interview, within the job description, or at the end of the hiring process when an incumbent is selected.)
- **How soon can I be promoted?** (Although this is a great question, asking it prematurely may impact your candidacy for the position. The interview committee is interested in reviewing you for the current vacancy, not one in the future. It is appropriate to ask this question once you are onboarded and after you have performed your duties exceptionally well for at least 90 consecutive days.)