

CAREER COACH UNFILTERED

Impressive job interview questions to ask: Make an impact and find the role you deserve



www.careercoachunfiltered.com

Hey there!

I'm Lorraine Kolega Hubbard, a certified career coach. As a former Global Talent Director, fast-tracking careers was my full-time job, and now I'm thrilled to bring that expertise to my coaching practice.

Throughout my career, I've interviewed thousands of people at all levels and learned what separates good candidates from great ones. In this Guide, I share insights from my time hiring top talent.

Asking smart, thoughtful questions can give you an edge over other candidates. Even more importantly, it helps you gather the information you need to find the best place to work for what you want out of your career right now.

This Guide is designed to give you an organized way to choose 4 -5 impressive questions for each interview based on what's most important to you today.

There's a lot to choose from—happy picking!



I'm rooting for you!
Lorraine

What You Value Most

What's most important to you in a job right now? Choose 1-3 priorities from the list below, then select your interview questions from the following pages. (Some questions may appear under multiple categories.)

- ☐ A company and culture I respect
- ☐ A manager I respect
- ☐ Ability to exceed performance expectations
- ☐ Grow my career FAST!
- ☐ Work-life balance
- ☐ A team I respect
- ☐ A role with responsibilities I can master and enjoy



I've found that people who are most satisfied in their jobs are those who made a conscious choice to look for roles that align closely with what they value most in their lives at this moment.

Get ready to choose your questions
based on your selections.

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Questions only the hiring manager can answer



A manager you respect

- ☐ What makes you most proud to work at this company?
- ☐ What strategies do you use to inspire and motivate your team?
- ☐ How do you prefer to get updates and how frequently?
- ☐ What gets you most excited about the company's future ?
- ☐ What company values resonate with you most?



Ability to exceed performance expectations.

- ☐ What makes your best current employees stand out?
- ☐ How will you measure success in this role?
- ☐ What would success look like for you after my first 90 days?
- ☐ Can you describe the key qualities of employees who excel on the team compared to those who struggle?



The hiring manager is the person you really need to win over—and your most valuable source of information. Aim to ask questions throughout the interview to keep it conversational, but still have those top 4–5 questions ready in your back pocket

Questions only the hiring manager can answer cont'd



You want to GROW your career FAST

- ☐ What's your process to provide feedback to your team members to help them learn and grow?
- ☐ What's the company's philosophy on filling more senior roles internally versus externally?
- ☐ How do you promote a culture of continuous learning and development?



Work-life balance

- ☐ What do you see as the company's approach to work-life balance, and how does it play out on this team?
- ☐ How do you and the team handle high workloads or tight deadlines?
- ☐ Can you share an example of how either you or the company supports employees' well-being and work-life balance?



A company and culture I respect



- ☐ How do you see the company evolving over the next 5 years ?
- ☐ What gets you most excited about the company's future ?
- ☐ What's one thing you would change about the company if you could ?
- ☐ What are the biggest challenges the company is facing right now?
- ☐ I've read that the company is introducing a new product this year, can you tell me how this fits in with the overall vision for the company?
- ☐ I understand that the company is focused on X for the next couple of years, how will this team support the success of this goal?

Bonus tip to really impress:

Include at least 1 question that starts with I've read that,...or I understand that....It shows you put a lot of effort into getting to know the company

The Role & Team



The Role

- ☐ What are some examples of projects I'd be working on?
- ☐ What has made someone successful in this role before?
- ☐ What are some of the challenges that you expect this person to face ?
- ☐ Do you expect my main responsibilities in this position to change in the next six months to a year?



The Team

- ☐ What are the current goals for the company, and how does this team work to support meeting those goals?

How would you describe team dynamics and communication within the team?
- ☐ What types of skills is the team missing that you're looking to fill with a new hire?



Remember:

Stay positive and believe that this won't be your only opportunity to speak with the hiring manager and others. Pick the most important questions first, then save others for your next round. Yes, there will be a next round!



DISCOVER how to fast-track your career and
land the role you want.

Schedule your complimentary consultation.

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