

# QUESTIONS To Ask the Employer

## Sarah's Favorite Questions

If you had to describe the staff culture in one word, what would it be and why?  
How has this company aided in your own professional development?  
How would you describe the difference between someone who is a **good** fit for this position and someone who is a **great** fit?

## Additional Questions to Consider

What does a typical day look like in this position?  
What are the most immediate projects that need to be addressed?  
What types of skills is the team missing that you're looking to fill with a new hire?  
What are the biggest challenges that someone in this position would face?  
What does the onboarding process look like for this position?  
Would I be able to represent the company at industry conferences?  
What are the most important things you'd like to see someone accomplish in the first 30 days?  
What is the performance review process like here? How often would I be formally reviewed?  
Where do you see this company in the next few years?  
Can you tell me about my direct reports? What are their strengths and the team's biggest challenges?  
Which other departments work most closely with this one?  
How would you describe the work environment here—is work typically collaborative or more independent?  
Can you tell me about the last team event you did together?  
What's different about working here than anywhere else you've worked?  
How has the company changed since you joined?  
What can you tell me about your new products or plans for growth?  
What gets you most excited about the company's future?  
Who will I work with most closely?  
Who will I report to directly?

## Essential Questions

**What are the next steps in the interview process?**  
Is there anything else I can provide you with that would be helpful?  
Can I answer any final questions for you?

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**Type and print a copy of at least 2 – 4 questions to bring with you to an interview.** You are also more than welcome to prepare a question(s) that relates to something mentioned in the job description, if you need clarification.

