

# QUESTIONS

## To Ask the Employer

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### 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.

