



## 12 Good Interview Questions to Ask

Going in for a job interview is stressful, especially if you are unfamiliar with the process. Often, hiring managers will ask candidates if they have any questions regarding the position. Asking questions of hiring managers is one of the best ways to display a genuine interest in the position, helping to ensure a better chance of landing the job. Rather than try to chase down a single question during the interview process, it is best to prepare questions before the actual interview. That way the questions will flow easily and without much hesitation or discomfort among both parties. While you don't have to create a ten-page questionnaire for potential employers, you should come up with a few general—and some specific—questions about the position and the company at large. Here are 12 good interview questions that every candidate should consider asking hiring managers following an interview:

- **What does a typical day look like for this position?** This displays a genuine interest in the exact details of day-to-day responsibilities and will signal hiring managers that you are trying to imagine being in the position. You also get an idea of what a workday would include to see if it is a good fit.
- **What are the most important skills, abilities, and knowledge you are looking for in a candidate?** This allows you, as a candidate, to clear up any questions the interviewer may have with regards to your qualifications and you can justify why you fit the role.
- **What are your expectations for someone in this role in the first 30, 60, and 90 days?** Asking this question shows the interviewer that you want to succeed in this role and to leave a good impression in your job.
- **How do you see my role providing value to your organization?** When companies bring in someone new, they want to ensure they receive a strong return on their investment. Knowing how to provide value for your company and then acting upon it makes you a better prospective hire.
- **How is the position managed and who do I report to?** This will display an interest in who manages the employee(s) in the position and what style of management is entailed.
- **What did the previous employee in this position go on to do? Is this a new position?** This may provide more awareness of the position overall, including its level of satisfaction.
- **What is the potential for growth for this position?** This question will help you understand where you can potentially go so you can see if it fits in your career objective.
- **What is the company culture and work environment like?** This shows what the company is like and if this will be a fit for you.
- **Do you have any questions about my qualifications?** Candidates can go into detail about their experience and educational background, but they sometimes miss something. Asking hiring managers if there is any needed clarification displays a keen eye for detail.
- **If I am chosen, how soon can I start?** This displays a sense of eagerness about the job.
- **Are there any questions I can answer?** Ask hiring managers if there are any more questions they can think of to ask. This way, they can be alert to the fact that you are willing to go into detail about your qualifications and interest.
- **What is the next step in your hiring process?** You should let hiring managers know that you are interested in hearing back from them as soon as possible.

**Contact us today to find out how we can help!** Preparing yourself before an interview is one of the most important things in getting a job. AD-VANCE has put together an outline of **DO's and DON'Ts** for a better interview. We feel this will be helpful on your road to success! *Best of luck from our team!*