



QUESTIONS FOR YOU TO ASK THE HIRING MANAGER

REMEMBER

1. A hiring manager expects a candidate to have questions.
2. The proper time to ask them may be along the way (most typically there is a time during it to ask a question related to what has been discussed at a particular point in time) or it may be as the interviewer is bringing the interview to a close—in the last instance, she/he will say something like, “What questions do you have?”
 - Don’t be a candidate who when asked what questions do you have replies, “You really covered everything so I don’t have any questions.
3. Her/his assessment of you as a candidate usually takes into account the nature of the questions you ask.

SOME SUGGESTED QUESTIONS

These questions fall under the heading of 5 C’s:

1. CONNECTING

- What initially attracted you to this company?
- What do you love about working here?

2. CULTURE

- What have been the key factors for individuals who have been hired to be successful?
- Other than the opposite ones you identified as keys to success, what would cause an individual to be unsuccessful?
- If you had the ability/authority to change only one aspect of the organization’s culture, what might that be?

3. CHEMISTRY/COMPATIBILITY

- How would you describe your leadership style?
- When communicated with you in general, do you prefer an overview/summary of the subject—that is the “bottom line” with your being given the details only if you so desire or is your general preference to be given detailed information?
 - Clearly, always timely & your receiving a solution/resolution or a recommendation for it.

4. CHALLENGES

- What are the biggest challenges the company is facing?
- How do you see this position (& the team) being able to contribute to successfully meeting those challenges?
- How would I self-measure my impact on these challenges being met?

5. CLOSING

- If there are experiences &/or competencies that you wish I had to a greater extent, what would they be?
 - If the hiring manager identifies something that you can elaborate on related to your experience &/or competency, you may do so provided you do not appear to contradict what he stated or for you to appear defensive.
- What are the next steps in the selection process & the anticipated time frame?
- Make it clear that you want the position & to be part of the organization.
 - It’s disappointing when the feedback we receive from the decision maker is a candidate did not appear to be enthusiastic & exciting about the opportunity.

MAKE SURE YOU HAVE ALL INTERVIEWERS EMAIL ADDRESSES SO YOU CAN (BY NO LATER THAN THE NEXT DAY) EMAIL EACH INDIVIDUALLY TO EXPRESS YOUR THANKS & STRONG INTEREST IN THIS OPPORTUNITY.