

Questions You Ask During An Interview

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Interviewers are more impressed with your questions than any selling points you try to make. Create questions before each interview that you will ask. When the interviewer asks if you have any questions just take out your list.

Write your questions by starting with “What” or “How”. Limit your use of “Why” questions because these types of questions cause the interviewer to defend or justify a decision or condition. Also make certain you do not inquire about “What you get.” For example, questions like “How much vacation time do new employees get?” or “How much sick time off do I get?” These questions send the message that you are most interested in what you can get rather than what you can do for the company.

The following are examples of questions you can ask. These examples are presented to encourage you to write your own questions. Be as company and industry specific as possible when creating your own questions. You'll notice that each sample question is directed at business conditions and challenges.

- What are the key business reasons driving the need for this position?
 - Describe the three top challenges that I'll face in this job?
 - What has to happen for you to know you've hired the best person?
 - What are the key deliverables and outcomes that this position must achieve?
 - Describe the top three initiatives for your company/department and how this position is linked to these initiatives.
 - What are the key metrics for measuring success in this position?
 - What competitors do you feel present the strongest competition?
 - How do you feel my style will compliment the team culture?
 - How would you describe the qualities of the most successful people at your company?
- Prepare your own questions in advance, bring them to the interview and impress your interviewer with the questions you ask.