



End of Interview Questions

Important: Keep in mind that the questions you ask at the end of an interview should be written down beforehand and well thought out. Do your research before deciding on a particular question, and have about 3-7 prepared. If the answer to a question that you're thinking can be readily found on the internet, you may not want to ask that question. Also avoid personal questions that would make your interviewer feel uncomfortable. Finally, always ask for business cards at the end of your interview so you can send a thank you email 24-48 hours afterward!

- What has your favorite aspect of the job been and what do you like most about working for the company?
- What do you think are the most important qualities for someone to excel in this role? **OR** How would you describe the ideal candidate?
- What is the typical career path for someone in this role?
- What are the challenges of this position?
- What aspects of this job would you like to see performed better?
- What have past employees done to succeed in this position?
- What type of employee tends to succeed here? What qualities are the most important for doing well and advancing at the firm?
- How do you evaluate success here?
- If you were to hire me, what might I expect in a typical day? **OR** What are the responsibilities and accountabilities of this position?
- Where do you see the company in three years and how would the person in this role contribute to this vision?
- What are the first priorities for this position?
- Can the positions duties be expanded?
- What are the employer's short- and long-range objectives?
- What are some outside influences that affect company growth?
- When and how will I be evaluated?
- What are the performance standards?
- With whom would I be working? Who would be my supervisor?
- What is the department's environment like?
- When will you make the hiring decision?
- What are the next steps in the interview process? Or can you tell me what steps need to be completed before your company can generate an offer?

You may also want to research your interviewer on LinkedIn beforehand and have pointed questions specific to them. Maybe you have a commonality with work experience, school, volunteer, etc. Feel free to ask about their experience or how they grew to the position that they are in now.