



QUESTIONS TO ASK AT AN INTERVIEW (AND WHY)

One of the trickiest job interview questions often comes at the very end of a job interview, when the interviewer asks: "Do you have any questions for me?".

Don't be caught off guard! When asked this question, you always want to respond with a 'yes' and ask a few questions about the company and the open position.

WHY SHOULD YOU ASK QUESTIONS IN AN INTERVIEW?

There are two benefits to asking questions. Firstly, the answers given will help you decide if it's really a place you want to work. Secondly, asking questions will prove your interest and enthusiasm, and provides another opportunity to highlight your own qualities and experience. This will leave the interviewer with a good lasting impression.

HOW MANY QUESTIONS SHOULD YOU ASK?

You should have around five or six questions in your pocket, but it doesn't mean you should ask them all. In fact, it's best to keep your questions to around two or three. This shows that you are engaged, but that you are aware of and value the interviewer's time.

QUESTIONS TO ASK (AND WHY)

Here are seven questions you can ask at the end of your next interview:

1

"WHAT DO YOU PERSONALLY LIKE MOST ABOUT WORKING FOR THIS ORGANISATION?"

Considering that people like to talk about themselves, this is an easy question that will leave the interviewer with a good feeling. It will also give you insider insight into the benefits (and possible drawbacks) of working with the company.

2

"CAN YOU DESCRIBE THE WORKING CULTURE OF THE ORGANISATION?"

Similar to the question above (so only ask one of these), this shows that you are genuinely interested in working for the company. Asking it will give you a good insight into what it's like to work for the company on a daily basis and whether you will fit in.

3

"HOW COULD I IMPRESS YOU IN THE FIRST THREE MONTHS?"

Asking this question shows your potential employer that you are eager to make a positive impact and contribution to the organisation. Pay attention to their reply because it will give you good insight into what to focus on during the first months of employment.

4

“WHAT OPPORTUNITIES ARE THERE FOR TRAINING AND PROGRESSION?”

Asking this question shows your potential employer that you are eager to make a positive impact and contribution to the organisation. Pay attention to their reply because it will give you good insight into what to focus on during the first months of employment.

5

“WHAT CHALLENGES DOES SOMEONE IN THIS ROLE FACE?”

Asking this question demonstrates your critical thinking and preparation, and shows that you are willing to tackle difficulties. It also gives you insight into the challenges you may face and whether you are a good fit for the role.

6

“IS THERE ANYTHING I SAID DURING THE INTERVIEW YOU WANT ME TO EXPAND ON?”

This question shows engagement, confidence and good communication skills. It allows the interviewer to clarify anything you said and to tie up any loose ends, which can help leave a positive impression.

7

“WHAT ARE THE NEXT STEPS IN THE HIRING PROCESS?”

Asking this question demonstrates that you have interest and enthusiasm for the position, and that you are proactive. It will also help you understand the timeline and manage your expectations, as well as prepare for further stages of the process.

QUESTIONS TO AVOID

- Avoid asking anything you could find on the company website or with a quick Google search, such as basic company history or core products/services
- Avoid questions about salary, benefits or holidays – wait until you have been offered the job
- Avoid questions that may make the interviewer uncomfortable, such as personal questions or company gossip
- Avoid questions that try to close the deal, such as “Do I have the job?”
- Avoid asking about anything that has previously been covered, as it shows that you were not listening properly during the interview

If you have any questions, please get in touch with the Strive Recruitment team: info@striverecruitment.co.uk