Questions to Ask Employers during an Interview

- What are the major responsibilities of this position?
- What are your immediate goals and priorities for this position?
- (for a new position) Is there a job description I might review?
- Can you tell me why this position is open?
- **What did you like most about the person who previously** held this position?
- **What would you like to see the person who fills this position do differently?**
- What qualifications would you expect the successful candidate to posses?
- What are the greatest challenges facing the person in this position?
- What kind of support does this position receive in terms of people and finances?
- How could my performance be measured and how is the successful performance usually rewarded?
- What career progression do you see for someone in this position? Do you normally promote from within?
- How would you describe your management style?
- Can you describe your organizational culture?
- Do you have a lot of turnover? (Why or why not?)
- How many people would I be supervising? How long have they been with the company, and what are their backgrounds?
- Why are you looking at external candidates instead of promoting from within?
- Would it be possible to meet the people in the department?
- Do you encourage participation in community or professional activities?
- Do you have a management development or internal training program?
- What are the company’s plans for growth in the next five years?
- How does the company intend to remain competitive?

Do not ask about salary or benefits!