35 QUESTIONS

That'll Help You Get The Job

(that other candidates won't think to ask)

Asking questions in an interview is something we normally wait until the end to do.

Why not throw a couple of your own questions in right at the beginning. Then you're in a position to use those answers to fuel a much richer discussion throughout the inteview.

What is your number one goal the department is working on right now?	What are your top 3 priorities for the department right now?	What is one thing that would alleviate stress from the hiring manager's day?	What is likely to be the biggest problem on your plate right now that if I were hired, I would help solve?	In the first 3 months of being hired, what would be at the top of the list of priorities for me to tackle?
How do you as a company evaluate employee performance and more specifically for this role?	Should I know anything about your management style that would help me interact more efficiently with you?	What are the top three action items you'd need me to take on in the first 3 months on the job?	What is the typical career path here for a person hired into this role?	What would you say the biggest obstacle your department is facing right now?
How does your department communicate, and how do the other departments communicate with you?	What is an ordinary workday like here -- in terms of working hours?	How do you handle communication after hours and on the weekends?	What is the typical career path for a person in this role?	What sorts of long-term career moves would you expect a person in this job to have?
What's the team like? What are their backgrounds and how long have they been with the company?	How would you describe the culture of the team and the organization?	In the next year, what are the potential challenges I'd be facing if I were hired?	How would I in this role be contributing to the overall organization's goals?	What's your preferred way to manage? I.E. with an initial set of goals and then weekly check-ins, or another way?
How do you set goals in your department? How do you manage individual goal-setting and coaching?	What is the most exciting thing that happened in your department last year?	What are the CEO's biggest priorities for the next year?	How does the senior leadership team communicate with the rest of the organization?	What sorts of culture-building or team-building things does the organization do?
What are the priorities for your new hire over the next three and six months?	How do you set goals within the organization and within the department?	What are the most important metrics for your department, and in the company overall?	How will the new person in this role make your life easier?	What's your story in this company? When did you arrive, and what has happened for you since then? What do you love about the company?
What are the biggest decisions that the new hire will make on his or her own?	What do you think will be the toughest learning curve for the new hire?	In the absence of a person to fill this job, what has taken up the most of your time and energy?	What is the biggest innovation or upgrade you'd like to see coming from the person you hire over the next year?	Can you tell me about the training for this role, is it more classroom style training or will I be learning on the job from my colleagues?