

# Questions Job Candidates May Want to Ask

- Why did you come to work here? What keeps you here?
- What do you like about working here?
- What frustrates you about working here?
- Can you tell me about the culture here?
- What are the day-to-day expectations and responsibilities of this job?
- How would you characterize the management philosophy of this organization? Of your department?
- Can you describe your management style?
- Can you discuss your views on the company's corporate culture?
- How does this organization define success?
- Does the organization support ongoing training and education for employees to stay current?
- What is the typical career path for this position?
- Can you describe a typical day for someone in this position?
- Why is this position open?
- What are the company's values? (Only ask if these are not available on the company website.)
- What do you think is the greatest opportunity facing the organization in the near future? Biggest threat?
- What are the traits and skills of people who are the most successful within the organization?
- What's your biggest source of job satisfaction?
- How much travel is involved in the job?
- How will my leadership responsibilities and performance be measured? And by whom? How often?
- Are lateral or rotational job moves available?
- Would you mind telling me about how your career got you to this point?
- How is this department perceived within the organization?
- What are the typical overtime expectations?
- How soon do you need to fill this position?
- What can I do to make you successful?