



Asking the Right Questions

Preparing relevant, insightful questions to ask at the interview shows initiative and your enthusiasm for the role on offer. Furthermore, it allows you to demonstrate your knowledge and research; a tactic guaranteed to impress any interviewer. Asking questions is also an important way to assess whether the role and company is a good fit for you, and will help you to make an informed decision if an offer is made.

Below are some examples of general questions to ask. Tailor your selection around the aspects of the job that concern you most. Remember to only ask questions that you cannot research the answer to yourself, and listen carefully to information given during the interview in case your questions are answered.

Questions About The Role

- How has the position become available?
- How is performance measured and how often is it reviewed?
- What long-term career opportunities are available and how do you support the up-skilling of staff?
- What are the key challenges of the role, particularly in the first six months?
- How would you describe a typical day in this position?

Questions About The Team

- How many people are in my team and what are their roles?
- How does the team fit into the organisation as a whole?
- How would you describe the culture of the team?
- With whom will I be working most closely?
- What are the company's plans for this team over the next few years?

Questions About The Manager

- How would you describe your management style?
- Can you tell me about your background and your key strengths?
- What do you like most about working here?
- What are the qualities you do and don't like to see in your team members?

Questions About The Company

- How would you describe the culture of the company?
- What is the leadership style of the upper management team?
- I read about (name issue) in (name research/source). What other key issues is the company facing at the moment?
- What are the major plans for the company in the next five years?

Other Questions?
