INTERVIEWEE QUESTIONS

GENERAL TOPICS
• What is the financial stability of this company?
• What future changes do you see this company?
• In what direction do you see your company going in the future?
• Who are your competitors?
• How successful have you been with marketing your company’s product?
• What plans does the company have for becoming more competitive in this industry?
• What makes your company different from the others?

CAREER MOTIVATION
• Why did you accept work with this company?
• How long have you been employed with this company?
• Why do you continue to work for _____ organization?
• What do you like most/least about your company?
• Would you want your son/daughter to work for this company too?
• What makes your association with this employer enjoyable?
• What are you really hiring me to accomplish?
• Why should I take this job (or work for your company)?

ANTICIPATED JOB RESPONSIBILITIES
• If I were hired by your organization for this position, what duties would I be performing?
• What will be expected of me in this position?
• How does my job fit with the mission of the organization, company performance, or profitability?
• How do you know when to hire additional staff?
• How much responsibility will I have?
• Why is this job important to your company?
• What will I be contributing to the organization?
• What do you wish you knew about the company before you started?
• What would you change about the position, if you could?

WORK ENVIROMENT
• What were your personal experiences on this job?
• Will I be on a team, or in a group?
• How much freedom am I given to solve problems with my own methods?
• What help is available to me when my methods fail?
• Is this a new position? If yes, why was it created? If no, why did the other person leave?
• What is your company really like?

QUALITY OF WORK
• What differentiates your company from your company?
• Do you get repeat business from your customers?
• What are the ethical and environmental philosophies of your company?
• What has been the history of turnover among recent hires in the company?
• What is the company’s philosophy towards their employees?
• What is the relationship of this organization to the local community?
PERSONALITY FACTORS
• What can I do with my education and training for your company?
• What values are sacred to this company?
• What would cause me to leave this company?
• How mobile can I be?

PRODUCTS AND SERVICES
• Has the company thought of going in the direction of ____?
• What impact will the ___ (current topic: environmental legislation) have on the company?
• What impact did your recent service change (or logo, product, market blitz, merger etc.) have on your business?
• What do you see as the biggest areas in the need of improvements within the company?

EMPLOYMENT TRENDS
• What significant changes has the company experienced in the past year?
• What are short- and long-term strategic directions of the company?
• What have been the successes.Failures of the company?
• What is the company doing to change for success in this changing global economy?
• What are the company’s goals for the future?
• What is the greatest challenge, from your perspective, that the organization faces during the next year?

MEASURES OF WORK PERFORMANCE
• How would you describe the most successful employees in your company?
• Can I expect opportunities for advancement with the company, if I work hard to prove myself?
• If I do well, what will I be doing in five years?
• How often will I be evaluated?
• Who supervises this position?
• What is the chain of command for this position?
• Where would my career progress from my first assignment?
• How does your company encourage their new hires to keep pace with advancing technologies?
• What characteristics do you possess that have made you so successful?
• What can I do within the first five years to help ensure my success within the company?
• What was your career path within the company?
• What feedback has been given to your company by recent new hires?

SALARY AND BENEFITS
• What training would I receive if hired?
• What are the advanced educational opportunities with your organization?
• May I someday invest in the company?

INTERVIEW CLOSURES
• How soon will I hear from you?
• What does your company want from successful candidates over another for this job?
• How do I prove myself and my commitment to the company?
• When would you want me to start in this position?