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## QUESTIONS YOU MIGHT ASK...

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Below are questions that can help you evaluate the positions you seek. Some of this information may be available on the company's website or in company literature; some might emerge during formal and information conversations with company representatives. If you are still looking for answers, consider asking some of these questions during the interview.

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- *How would you characterize the management philosophy of the organization? Of the department?*
- *What are the company's short and long range objectives?*
- *What are the responsibilities and accountabilities of this position?*
- *Why did you come to work here? What keeps you here?*
- *How would you describe the company's culture? The division's? The team's?*
- *How is this department perceived within the larger organization?*
- *Is there a formal process for advancement within the organization?*
- *To what extent do teams and divisions across the organization collaborate?*
- *How would you describe the ideal candidate for this position?*
- *How well is the position defined? Can its duties be expanded or changed?*
- *What should be the top priorities of the person who accepts this position?*
- *How would you describe an average day on this job?*
- *What is the history of the position? Why is it vacant?*
- *As you think about the position, what aspects of this job would you like to see performed better?*
- *What are the key challenges or problems of this position?*
- *How will my leadership responsibilities and performance be measured? And by whom? How often?*
- *Assuming the person you hire meets or exceeds the position's responsibilities, where could that person go next (i.e., are lateral or rotational job moves available)?*
- *What does the company consider unique about itself?*
- *Where have people who have held this position in the past struggled the most?*
- *What are some outside influences that affect company growth?*
- *How will I be evaluated, by whom, how, by what standards, and in what time frames?*
- *With whom would I be working? Who would be my supervisor? Who would I supervise, if anyone?*
- *What is the next step in the company's decision-making process?*
- *When will a decision be made about this position?*