



Sample Interviewee Questions

When the anticipated question, "Do you have any questions for us?" is asked, choose from this list to make sure you've covered all your bases.

Questions about the opportunity:

1. What are the common career paths in this department?
2. What metrics or goals will my performance be evaluated against?
3. Where have successful employees previously in this position progressed to?
4. What does a typical day look like?
5. What types of skills is the team missing that you're looking to fill with a new hire?
6. What are the biggest challenges that someone in this position would face?
7. Thinking back to people you've seen do this work previously, what differentiated the ones who were good from the ones who were great at it?
8. What are you hoping for the new hire to accomplish within the first 90 days of employment?
9. How will you know that you've made the right hiring decision?
10. What are common mistakes that people just starting this job make that I can avoid?
11. What are some of the accomplishments you would expect a successful candidate to make in the first year?
12. How will the person you hired for this role know if they are successful?
13. How can I meet or exceed your 30, 60 and 90 day goals for this position?
14. What kind of turnover has this role experienced, and what do you feel were the contributing factors to it?"
15. Why is this position open currently?
16. What does success look like in this role and how is it measured?

Questions to ask the interviewer:

17. What's your timeline for next steps? Or, what are the next steps in your hiring process?
18. Is there anything else I can provide you with that would be helpful?
19. What gets you most excited about the company's future?
20. What's your favorite part about working here?
21. Has your role changed since you've been here?