

On an Interview: Ask More Questions Than They Ask You

Ten Questions for you to Ask the Interviewer that Scream “I Get the Big Picture!”

1. How long does the average employee stay with your company? There is a good chance that the interviewer will not know the answer to this question. But he or she will be impressed that you asked it because they know you are looking for a company that you plan to stay with a long time. You hope that employees are staying with a company for at three to five years. Depending on the field it can be longer. Healthcare tends to keep its workers longer. Those working for the government stay the longest. If the company has a high turnover rate, this may not be the place for you.
2. Could you describe your company's management style and the type of employee who fits well with it?
3. How important does upper management consider the function of this department/position?
4. In my research I have learned that you company values are What is the company's management style?
5. Have key people left the company? Why? Where did they go?
6. What is the biggest challenge your company has right now? This will give you the company's “problem” that you want to help solve. Offer ways that you can contribute to solving that problem. “So you need people that can work on their own without direction.”
7. What is the organization's plan for the next five years?
8. What are the company's strengths and weaknesses compared to its competition?
9. What's the most important thing I can do to help within my first 90 days?
10. Do you have any concerns that I need to clear up in order to be the top candidate? This is where you will have they will have the opportunity to state any concerns they may have of you perhaps not having been employed in a while.