



# Employer Questions

Always have questions prepared for an employer that address what is most important to you. This shows your interest and knowledge. Tailor your questions to whoever is doing the interviewing.

## The Recruiter: The 'Big Picture' Person

The recruiter identifies strong candidates. They can give you an overview of the company and the department. Some questions may be:

- How would you describe the company culture?
- What type of employees tend to excel at this company?
- Can you tell me more about the interview process?

## The Hiring Manager: Your Future Boss

The hiring manager will likely supervise you if you get the job. They're the most knowledgeable people about the position and its requirements. Some questions may be:

- What are the most important skills for the job?
- How would you describe your ideal candidate?
- What's a common career path at the company for someone in this role?

## The Executive: The Industry Expert

Executives are most knowledgeable about the state of the industry. Focus your questions on the future of the company and industry. Some questions may be:

- How do you think this industry will change in the next five years?
- What do you think gives this company an edge over its competitors?
- What's the company's biggest challenge? How is it planning to meet that challenge?

## The Coworker: The Straight-Talker

A potential colleague may be most candid about the job, its challenges and the work environment. Some questions may be:

- What's a typical day like in the department?
- How would you describe the work environment at the company?
- What are the most enjoyable and challenging parts of your job?

Don't ask about salary, vacation, 401(k) or anything else that might make you seem more interested in the compensation than the company.

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