“Do you have any questions for me?”

Have you been asked this question at the end of an interview? Most likely you have, as this is very typical during interviews. How you respond is crucial because it speaks directly to your motivation and level of preparation for the interview. By asking appropriate questions, you will indicate your interest in, and commitment to, the position and company.

Below are helpful hints about preparing questions to ask in an interview:

- Prepare 5 to 10 questions in advance; expect that half will be answered by the interviewer before you ask them
- Use the research you have done on the company to formulate questions
- Avoid asking questions about things found in company literature or on the main website page
- Avoid asking “me-centered” questions (ex: How much vacation time will I have in year one?)
- Ensure your questions are thoughtful and useful

Questions to ask in an interview

- What are some of the projects newly hired people typically work on in the first six months?
- What are the strengths of this department?
- How would you describe this company’s culture? Did you find anything surprising?
- What are the current improvement opportunities in this department?
- What would be a typical project that a new hire would work on in the first three months?
- Based on feedback from new employees, what are the three best things about working at this company?
- Is there a typical career path for people beginning in this role? What has your career path been to get to where you are today?
- Can you tell me about the orientation and training program?
- After initial training, are there opportunities provided for additional training and development?
- What is the timeline for filling this position?
- What is the next step in the interview process?
- How and by whom is performance evaluated in this company? How is success measured?
- How are projects allocated in this department?

In addition to these questions, read the company’s website and recent press releases to learn about accomplishments, initiatives and challenges. Give a compliment and ask questions about current initiatives. You can also ask questions about things you learn during the interview itself.