

8 Questions Every Candidate Should Ask During Job Interviews



A simple question may open the doors of genuine conversation about each other's motivations, needs, passions, and work philosophies. There's no doubt candidates who ask questions have a better chance at landing their dream job. For experts in the hiring position, there are some of the best questions:

1. Your role

When it comes to an employee's role, the job title explains so much. You are filling a void on the living team. Is the company hoping for an ideas person for this role, a creative force, a mentor to other employees, a rule follower or a rule breaker? Know specifically who will you be in the company. Don't end up accepting a job you do not want.

2. The reason of the role has impact on company's growth

Explore the expected level of engagement by this question. If impact on company's growth is a matter for you, then understand why/how your role can give impacts.

3. Know about our colleagues

The best interviews include three to four team members, because the more people you interact with, the more insights you may get. However, if that's not your case, then try to ask question which can help you to understand about the employees of the company, who you will work with in the future.

4. Understand the objective of getting you hired

Basically, you have ideas on what you will do in the company. You can still try to ask in other way (e.g. how can you make their job easier) in order to really know what they looking for, at the same time show them your passion on the job.

5. Additional important skills you need for this job

You sound like you are fully prepared for the job, and willing to learn to complete the job. Employers like flexible employees who can adapt changes, also someone who is high motivated in learning. Try to know what are the soft skills needed for this particular job, find out if the company needs someone who is also a self-starter or works well in teams. This is also an excellent time to bring up any additional skills you have that are appropriate for position.

6. The success measurement of the company

Identifying how your success in this role will be measured can give you a better idea of whether or not you will progress with it. Get specifics on what your ability and don't hesitate to ask about common work habits of people who have had this position successfully in the past.

7. Expection on you for this month, in three months, and in a year

As they most likely ask about your goals in years, you may ask them too about what they are expecting actually. Find out what you will need to do for the coming months while ask yourself if this pace feels doable for the way you work.

8. Their mission

There is big difference in knowing the company from its website and from its employees which can be the most valuable insights you may gain. Research shows that employees are most happy when their goals align with those of their employers. Get philosophical here and find out why you are both here in this room and if you want the same things too

Repeat your questions for each hiring manager you meet, because you will get different responses from different people. Be humble and patient in spending your time listening to each answers given by different interviewers, most oftenly, interviewees will assume they get their question answered earlier which restrain them from asking again. Just keep the conversation going, if you want to work in that company, you have to ask for it.