

Questions to ask the Employer

Although an interview feels like it's about you, it's actually about how you can help your future boss and future employer succeed. It's about finding out what their requirements and hopes are and matching up your background and experience with what they need. Hopefully you've had a chance in the interview to sell yourself to their needs and now it's time for you to ask questions.

- Have 3-5 questions prepared.
- Avoid asking questions that you really don't want to know the answer to but feel like you have to ask something.
- Avoid questions that have nothing to do with the job or is something you found buried on a website.
- Ask about what you really want to know! Show you've done your research.
- Never ask about salary or benefits. You'll find these out when they make you an offer!

Read the job description closely and make notes on what you'd like to clarify further. Write these questions down ahead of time. Some additional questions could include:

1. Have many interns/full time employees do you have in the department?
2. Do your interns typically work on special projects or contribute to daily business tasks?
3. I was reading through the job description and would love to know more about X, Y or Z.
4. What type of projects have your interns worked on in previous years?
5. How big is the department and what are some of your current needs?
6. What is the career path for this full time job? What departments and positions could this job lead to?
7. What is the career path for an intern, do you use internships as a source of recruiting for full time jobs?
8. What is the biggest change your group has gone through in the past year?
9. How does the company / my future boss do performance reviews? How do I make the most of the performance review process to ensure that I'm doing the best I can for the company?
10. What type of people are successful here? What type of people are not?
11. What's the number one thing you're hoping this new person will be able to do for you?
12. Who are some of your competitors and what do you consider to be your greatest competitive advantage?
13. What has your sales growth been like for the past 5 years? (For a full time position, especially in sales!)
14. What can I do to ensure success of your department/group?
15. What are some of the characteristics of the people that work out best in this role/company?
16. What is the department's greatest strength and weakness?
17. What is the organization's plan for the next five years, and how does this department fit in?
18. Can you explain the organizational structure?
19. What is your timeframe for making a decision or when do you think I should hear back from you?
20. What is the most rewarding part of your job?

Feel free to Google more questions, just remember to make them relevant and not too intrusive in terms of asking about financial performance.