

# Interview Questions for Employers

Interviews should also include a time for you to ask questions of the hiring team. Gathering additional information by asking questions will help you decide whether this position is a good fit for you. Your questions for the hiring team should be geared to gather more information about the position and company. Do NOT ask questions that you can find the answers to elsewhere. Focus on the people in the room and what information they can share with you; ask follow up questions related to the research you have done. Have at least 6-10 questions prepared to ask and know you may not get to ask all your questions. Take a padfolio with you and have your questions written out ahead of time. Having a list of questions prepared helps the employer understand your motivation for the job, shows you have done your homework, and are eager to learn as much as you can.

## Example Questions You May Ask the Employer

- What is the most important thing I could do for your company in my first 30 days of employment? 90 days? 1 year?
- What type of training opportunities are available for new employees?
- Can you tell me about the performance review process here? What are the major metrics or yardsticks for the person in this position?
- What are some of the challenges I can expect in this position?
- I understand one of your product lines is \_\_\_\_\_. Can you tell me more about how you are marketing that product to your target audience?
- What is your management style?
- I read in the Cleveland Plain Dealer that your company is (*insert topic, ie: expanding*). How will this position be impacted by the company's (*expansion*)?
- What skills and experience would make an ideal candidate?
- What constitutes success at in this position and organization?
- Can you tell me about the team with whom I'll be working?
- What do you like most about working here? What is fun or creative about your job?
- What is the next step in the interview process? When do you wish the new person to start?
- How does this position help your department achieve its goals? And how does your department fit into the organization overall?
- How do you envision your new hire stepping into the role? Will they jump in and ask a lot of questions to learn the job, or do you expect them to follow a week-by-week or day-by-day training plan, or something else?
- How do you anticipate interacting with your new hire — do you have a weekly 1:1 meeting, emails, or something else?
- What is the most important contribution you want from someone in this role?
- What does the career path (or career growth) look like for someone in this role?



Ambassador Crawford  
College of Business  
and Entrepreneurship



For more information:  
Career Services Office  
[buscareers@kent.edu](mailto:buscareers@kent.edu)